

ANNUAL REPORT 2022



First Congregational
United Church of Christ
Washington, DC

First Congregational United Church of Christ

Annual Report for 2022

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SENIOR MINISTER'S ANNUAL REPORT 2022

Rev. Amanda Hendler-Voss

*"Your steadfast love, O God, extends to the heavens, your faithfulness to the clouds.
Your righteousness is like the mighty mountains, your judgements are like the great deep;
How precious is your steadfast love, O God! All people take refuge in the shadow of your wings.
For with you is the fountain of life; in your light we see light." –Psalm 36:5-7*

A Year of Regathering

In 2022 we faithfully deepened our covenant with God and one another. On a blessed day in April, we welcomed friends and partners in the Potomac Association to witness our promise to share in the ministries of First Church as I was called as your settled Senior Minister. The Rev. Aubra Love served as our guest preacher, and a glorious rooftop celebration hosted by our Care of Parish Commission followed. In May, we welcomed our new Director of Music Ministry, Leela Koilpillai, who collaborated with many of you to provide special music for worship throughout the summer. In June our doors swung wide to welcome UCC leaders from across the country as we prayed together before stepping out to join the Poor People's Mass Assembly and Moral March on Washington.

In the fall we ended restrictions on the size of in-person attendance and welcomed many of you back through our doors for Sunday worship, with our in-person attendance on Homecoming Sunday soaring to over 100 members and friends. Rev. Sam launched a new year of in-person Sunday school for our children, the youngest of whom are just beginning their faith formation journey in community with their peers. We also witnessed the return of performance arts and justice-oriented events through space use rentals facilitated by Byron Adams. This included the UCC Media Justice's annual Parker Lecture, featuring keynote speaker Maya Wiley and celebrating the advocacy that led to passing [a bill](#) that curbs the predatory cost of phone calls from prison.

This was a year of recalling God's unfailing faithfulness as we rolled up our sleeves to join God's good work of justice and compassion. We could not do it all — and certainly not all at once, but as we closed out the year on Christmas Eve, singing Silent Night in the harbor of our beautiful sanctuary, it felt like we were one body, receiving the promise of God's faithfulness to all generations.

An Antiracist Church

The Racial Justice Audit of 2021 ordered our antiracism work this year. We found, for example, that while opportunities to join the work of racial justice or deepen one's analysis of white supremacy are readily accessible at First Church, we have not yet transformed our structures of leadership or how we conduct the business of church life. And so, in 2022, we added antiracism as a standing agenda item for Council and Commission meetings (all of whom have identified goals for their ministry area through the lens of antiracism), staff goal-setting and evaluations, and our "search and call" hiring processes. We determined our leadership must undergo training to build our

capacity to make systemic change, so our Antiracism Committee vetted four proposals, interviewed two consultants, and recommended to Council the selection of the Rev. LaShauna Austria of [Seeds of Change Consulting](#), who will lead us on March 11th in an experiential training. Our contract with Rev. Austria includes the eventual launch of circles of practice that will sustain our antiracism work in relationships of growth and accountability, a model we began to introduce through our Lenten book circles.

Even as we planned, we also took bold, direct action. The Sanctuary Committee led our sponsorship of the Ashakzai family from Afghanistan, and I had the privilege of testifying before a committee of the D.C. Council, along with Susan Saudek, for a [domestic workers bill of rights](#), which passed in December. Inspired by the priorities and values shared by those living on life's margins at the Poor People's Mass Assembly, we organized a nonpartisan effort to get out the vote in this year's midterm elections with postcarding, moments for faith and democracy in worship, and compelling articles. We collaborated with the Potomac Association on housing justice, led by Michael Hopkins, partnering with organizations like Thrive DC. And we've continued to forward the vision of erecting a memorial to enslaved laborers, an effort led by Meg Maguire, by hiring a researcher from Howard University with funding from the Ruth Shinn Memorial Fund to learn more about the enslaved laborers who once worked the land on which our church was built.

I have also been engaged at the association, conference, and national levels of the UCC in the work of antiracism, helping develop a valuable new resource to implement the Central Atlantic Conference's resolution to confront white supremacy, which will support institutional change in predominantly white congregations. I serve on the UCC's Join the Movement advisory team and also joined a cohort of faith leaders exploring the journey of reparations.

Sacred Moments in Community

This year we bid farewell to beloved community members moving out of the region: the Antos family. Katherine served on the Search Committee that called me to First Church, Justin often blessed us in music, and the Antos family will be deeply missed.

We also had the distinct privilege of welcoming new members into our midst. Amanda Rojana joined the church in March, and has given generously the gift of time and talent by serving as an American Sign Language Interpreter for important services. In November we welcomed new members Austen Beaird, Mylo Caluza, and Robin Olson. Robin grew up in our congregation and joyfully returns as a vital member of our choir and organizer of the Gabrieli brass Quintet.

We welcomed into the world Robin Truhlar-Laing, born to Allison and Emily in April, and Owen Heming, born to Anisa, Jarred, and big sister Bea in August. What promise of new life they have brought to us! We also celebrated the baptisms of Xavi Saudek, Anthony Leonard, and Robin Truhlar-Laing.

After awaiting her return from India, where she accompanied her father through his final months of life, we were thrilled to welcome Leela Koilpillai as our new Director of Music Ministry on Memorial Day Sunday. She collaborated with members to provide special music throughout the summer, then launched a new season of music with the First Church choir in the fall, sharing her understanding of the purpose of music in worship through a nurture program facilitated by the Rev. David Lindsey.

Heartfelt Gratitude

Looking back over the sweep of the pandemic in recent years, the entire human family has experienced collective trauma in the wake of so much loss and grief. Here in the nation's capital, we have not lost sight of the grip of white supremacy, too often fueled by white Christian nationalism, which brought the violence of January 6, 2021, to our doorstep. One thing remains certain. We could not survive these times without the abiding love and steadfast faithfulness of our God. The Holy Spirit has bound us together in a shared purpose, and in Jesus Christ the Word incarnate has come to us, entering our weary world amid human brokenness, bringing hope. From the first time we sang together in worship to laying my hand upon the head of the newly baptized, there were moments of deep joy. From the feeling of marching with thousands to quiet moments of vulnerability in our Lenten book circles, we moved beyond survival to thriving in community. I am so grateful.

I want to thank our church Council under the heartfelt leadership of Moderator Susan Anderson and Assistant Moderator Andrew Hamilton for navigating this season of regathering with grace and authenticity, always returning to our shared covenant and the importance of relationship. Lucille Dickinson's faithful labor as our Treasurer kept us on track, informed, and grateful. I thank God for each member of Council.

I lift up gratitude for the Director of Music Ministry Search Committee, guided by chairperson Marian Drake, which reconvened in early 2022 to complete an extended search to select Leela Koilpillai. Heartfelt gratitude also goes to Dennis Turner and Polly Gordon, whose music leadership continued to help us create beautiful music for worship until Leela's arrival. Dorothy Hickson has anchored our office as a gifted, though temporary, administrative assistant after Trista Dunlap's departure this fall. We thank Dorothy for her outstanding work, including making this annual report possible, as we begin the search for a permanent administrative assistant with the help of Lucille Dickinson.

Finally, I wish to thank our tremendous staff. In a year of constant change, I am so grateful for their hard work and what we have accomplished together. As our Sunday Morning Coordinator, Kemmesha Thomas helped us live into our mission by greeting those walking through our doors in search of assistance, food, or a safe place to worship or rest with respect, dignity, and resources. Drop-In Center Coordinator Jarred Bowman offered the same on Tuesday nights all while coordinating volunteers; cultivating relationships especially with young, unhoused adults; and mixing music. His peaceful personality and willingness to help has helped our Drop-In Center thrive. Ines kept our building safe and clean as we accelerated from minimal to maximum building use. Byron secured shared use agreements with vital performance arts

organizations, allowing us to increase our rental income beyond expectations. His detail-oriented, proactive care for our building proved essential to solving unforeseen problems and hosting many. Sam has nurtured vital relationships through children's faith formation. He led our youth in an important unit on immigration justice, including opportunities to serve and connect socially. Behind the scenes, he consistently went the second mile in providing pastoral care, making major life transitions possible. Under his leadership, our Young Adult group continued to be the place where newcomers were seamlessly welcomed into our congregational life. Leela has reminded us of the uniting power of music, leading the choir to bring us inspired worship experiences. She capably collaborated with instrumentalists and vocalists to enrich worship with special music. It has been a blessing to lead and co-labor alongside our evolving staff team as we strive to forward the mission of First Church in challenging times.

Fierce Grace

On May 1st, the day after my installation service, I preached these words: "Yesterday, we entered into a covenant with God and with one another. We promised that I would be your pastor, caring for the vulnerable, encouraging the timid, being patient with all. We promised that you would treat those who labor for this congregation with the greatest respect and love because of the ministry that we do, that we would be at peace among ourselves, and grateful in all circumstances. These are the promises that we made.

"But I confess that no one, myself included, is perfectly kind, faithful, or joyful. What would be the point in that? How would we ever grow into who God has called us to be? How would we know the unrivaled gift of God's fierce grace, which revives, restores, and resurrects? So, we will need to make room for imperfection here. We will need to apologize for mistakes and become repairers of the breach. We will need to listen deeply, resist the temptation to defend and soften our hearts. We will need to build resilience so that as God calls us to greater justice, we can move and transform. And this is the joy: that only by God's grace have we been carried to this new threshold, here, together. Can you feel it? This second chance, for you and for me, to live out God's love." Beloved Community, may it be so with us in 2023. Amen.

DIRECTOR OF MUSIC MINISTRY'S ANNUAL REPORT 2022

Leela Koilpillai

We have been looking at ways of developing an environment in which awe and wonder can be evoked through music, silence, the spoken word, movement and communion with one another; an ambience in which we are engulfed into the majesty and mystery of the Divine.

Dear Congregation,

Thank you for giving me the privilege of serving you in music. In the six months since I first came on board, there has been a spirit of exploration, adventure and support as we moved forward into uncharted territory of post-pandemic/in-person services. Juxtaposition of the expectations of the racial justice audit onto the challenges of what would best serve the development of our music-worship program has been an interesting and somewhat chaotic process.

The number one challenge was to inspire and evoke participation and commitment to a regular choir schedule.

This is still evolving through several trial-and-error efforts. We have a core of retired members who are more flexible in their ability to attend but who prefer not to come out in the evenings, and often are away visiting family or traveling. Others who are working during the day cannot attend except in the evenings, and with the challenge of having families cannot commit beyond showing up on Sunday mornings.

We have worked out a schedule which serves a wider spectrum of singers: holding a regular weekday afternoon rehearsal, Wednesdays at 2:00 p.m.; a once-a-month Saturday morning rehearsal; and Sunday mornings for all, at 9:30 a.m. This off-the-cuff, creative configuration has begun to settle in and as choir members have demonstrated regular commitment, they've begun to experience satisfying rewards.

The choir performed two challenging works, the Pinkham *Christmas Cantata* and the Sweelinck *Hodie Christus Natus Est*, on December 18th, 2022, and although competing with the World Cup Finals, managed to draw strong attendance into the sanctuary. Through this experience, not only was our congregation ministered to, but additionally guest musicians and attendees had an opportunity to be blessed by the sacred worshipful environment of music, prayer, Scripture and holy fellowship in our space. "I'm able to hear in a more expansive way, now," is a comment I treasure most in response to the music from the concert. Great art stretches us and opens up larger ways of knowing God and experiencing the world.

Music in Worship—We've experimented with various styles and music of other cultures (Spanish, Brazilian, Latinx, Native American, French and Afro-American) and also with contemporary compositions and more congregational involvement in services. We also presented an after-service hymn sing, which was enthusiastically

received. We have incorporated many talented musicians, vocal and instrumental, from the congregation and friends, including Hannah Long-Higgins, Dennis Turner, Marian Drake, Miyako Dodge, David Lindsey, Ron Yoder, Robin Olson, Eric Olson, Moira Jones, Polly Gordon, Michael Hopkins, Abigail Cipparone, and Mary Hayes; reaching out to and recruiting greater participation from members and non-members. We also presented a different style of service this summer in which Andrew Hamilton, Katie Koza, and Nora Marsh led music through a trio and presented special music. This was well-received and gave us insight into possibilities for encouraging on-site music groups.

If we are to bring in ensembles that are more ethnically diverse, and offer alternative, various styles, we will have to find ways to increase the guest musician budget. Many performing groups use the sanctuary to offer concerts. This is a rich opportunity we can more fully avail ourselves of by attending and supporting the many offerings.

There's careful attention given to choosing a wide variety of styles of hymns and new, less-familiar choices have been presented to our congregation, which have been well-received, including one in which the children and congregation participated. The process continues. Your prayers, support and ideas are welcomed!

Deep communion with the Divine triggers authentic change and opens our hearts to see the unseen; experience the ineffable and hear the still, small voice. This process leads us to become more deeply human.

BUILDING MANAGER'S ANNUAL REPORT 2022

Byron Adams

After the Omicron surge, building use rentals started coming back and in the second half of the year, building use returned to its pre-pandemic level. In 2019, the building generated \$222,191 in income from leases, shared use agreements, and occasional use. For 2022, that income totaled \$227,416, and it is forecast to be \$248,863 in 2023 as a result of aggressive rate increases for our regular and occasional users.

Despite the fact that FreshFarm Markets paid a much higher per-square-foot rate than Washington Chorus is paying, and the parking space agreement expired and the office building owner chose not to renew it, other building use more than made up those hits to our budget.

When the pandemic began, the Facilities Commission chose to be generous in allowing building users to cancel events without financial penalties. Our generosity in 2020 is now being paid back. Since the beginning of the pandemic, relationships with existing users have grown and we've added several new relationships:

- Washington Chorus took over most of the former FreshFarm Markets space with a lease value of \$32,000 in 2023 and use of rehearsal and performance space of approximately \$8,000.
- Pathways to Housing took over some of the FreshFarm Markets space.
- Congressional Chorus moved their weekly rehearsals to our building and have committed to two concert cycles in 2023, totaling just over \$20,000 in use.
- Washington Bach Consort has gone from three to four chamber concerts per year and now uses our space for rehearsals for their major concerts. They've gone from about \$4,000 per year to a forecast of just under \$21,000 for 2023.
- Close Up Foundation has gone from two or three seminars per month to two or three per week during the high school year with a 2023 projection of \$20,000.
- The Friday Morning Music Club has moved their monthly Downtown Chamber Series from Calvary Baptist to our sanctuary.
- Table Church continues to worship here on Sundays, and their rate has been increased 10%.
- Encore Chorale continues to have one of their groups rehearse here, and their rate has been increased twice over the last 18 months.

I have said for ten years that our building use is a relational business, not a transactional business. And this statement is proven by the relationships that I have nurtured during those ten years. We don't advertise. All of our space users have come from recommendations from others and the consistency of the application of our building use policies. In fact, 90% of our space users can be traced back through a

sometimes torturous path to two of our first users: Thomas Circle Singers and the New Orchestra of Washington.

Sexton

Ines Marques continues as our full-time sexton and does an amazing job keeping our building clean. My heartfelt thanks to Ines. Her dedication, sense of humor, and calm in the face of the busy-ness of 2022 makes this place work. I couldn't do this job without her.

Anti-Racism

Facilities Commission developed two major goals from the work of the anti-racism audit:

- To be intentional about who we have do work in the building, in the sense of trying to steer our repair work and the like to companies with diverse ownership. We've looked at the ownership of the contractors who work in our space (through LPC) and ask about the ownership of new contractors coming in.
- To consult with the artistic directors of the musical organizations that use our space and try to come up with new ways/programs to support more diversity in the groups that use our space and in the wider community. This work is only just getting started.

Property Manager

We continue our relationship with Lincoln Property Company to maintain building systems. We had three different lead engineers in 2022; hopefully Paul Nies will be with us for a while now. Osmar Campos and Sam Gonzales are on-site and are prompt, courteous, always smiling and always willing to go above and beyond what our contracts require them to do.

Repairs & Improvements

In 2022, we had a number of plumbing and HVAC repairs. The big project for the year was hiring Calvin Medrano to take down the 800-pound sanctuary door, repair it, and rehang it. In addition, he helped with cable management in the AV areas, repaired the narthex lobby closet door and ceiling, the white cart in the narthex, and re-hung some pictures.

For 2023, we are:

- Exploring options to make the balcony railing safer and less easy for young children to climb like a ladder.
- Looking for better closing mechanisms for the front doors that would be less expensive to maintain.

MODERATOR'S ANNUAL REPORT 2022

Susan Anderson

It is with joy that I reflect back on the year 2022. The world and First Church are still living with concerns and restrictions of life with COVID-19. But the turbulence of 2020 and 2021 has lessened with continuing vaccines and adaptations that are now second nature. This has led the church to be able to be proactive and not reactive as we go about living our faith, community and social justice efforts.

This year's Council was a very thoughtful group. I was moved by the intellect, the common sense, and the constant care in which we held each other and the whole congregation, fully displaying our covenantal relationship with one another.

Council's highlights include:

- We moved with the Racial Justice Audit from identifying needs to filling those needs.
- Created a Bylaw committee to incorporate these changes including mandatory trainings for keep people and committees and reviewing our organizational structure.
- Ensured that the Nomination Committee is formed in a timely manner for a thoughtful process and that this Committee creates historical tracking of service, skills and trainings.
- Created a Safe Church Committee that has written the first of 2 policies to ensure that members, friends, guests, employees, adults and children can worship, learn, play, and labor together, in a setting free from physical threats and all forms of discrimination, harassment, intimidation, or abuse.
- It was with great pleasure that Council reviewed the work of the Anti-Racism Committee of the Social Action & Awareness Commission and contracted with LaShauna Austria of Seeds of Change to do anti-racism trainings within our church in 2023.
- On April 30th, after years of anticipation, we celebrated the move from having a "Designated" to having a Senior Minister with the Installation of the Rev. Amanda Hendler-Voss.
- Welcomed our new Director of Music Ministry, Leela Koilpillai, in May.
- Nominated Lucille Dickinson for the Seabury Celebration of Service, which she received at the National Cathedral in May.
- Supported the Poor People's Campaign March on Washington in June by opening our doors to host with refreshments, a place to gather and a place to watch the events from our sanctuary.
- Formed a Strategic Planning Task Force to review the Racial Justice Audit, their knowledge of members and visitors and our geographic area to identify ways to continue making ourselves know in the area and to grow our membership.

- Throughout the year, worked with Finance and the Treasurer to discern the Church's financial sustainability and to ensure that the congregation is involved in this process through our congregational meetings and our Budget Hearing.
- Worked with the Regathering Task Force as decisions were made to move away from established phases to guidelines that better work with the reality of metrics that are out of date. The COVID Task Force will now meet monthly to consider requests for changes in current protocols.
- Opened conversations with the Senior and Associate Minister for long-term sabbatical planning.

It has been our privilege to live and share this year in First Church's life with Rev. Amanda Hendler-Voss, Rev. Sam McFerran, Leela Koilpillai, Byron Adams, Ines Marquez, Kemmesha Thomas, Jarred Bowman, and you, our fellow members of First Church.

2022 Council:

Susan Anderson, Moderator
 Andrew Hamilton, Assistant Moderator
 Diane Brenneman, Clerk
 Lucille Dickinson, Treasurer
 Dwan Reece, At-large
 Jessica Prentice, At-large
 Lindsay Swisher, Care of Parish
 Ann Bushmiller, Christian Education
 Kristy Goodfellow Mills, Facilities
 Allison Truhlar, Finance
 Ellen Bushmiller, Outreach & Membership
 Rev. Jason Carson Wilson, Social Action and Awareness
 Chris Byrne, Worship

CLERK'S ANNUAL REPORT 2022

Diane Brenneman

Births: (2)

Robin Skye Truhlar-Laing

Owen Francis Heming

Baptisms: (3)

Xavi Saudek

Anthony Leonard

Robin Truhlar-Laing

Added to the Book of Life: (0)

New Full Members: (4)

Austen Beaird

Mylo Caluza

Robin Olson

Amanda Rojana

Moved Away: Justin and Katherine Antos and Family

Membership Total January 1, 2022: 201

Membership Total January 1, 2023: 203

CARE OF PARISH COMMISSION

ANNUAL REPORT 2022

Members: Mark Jensen (Chair), Rose Berman, David Greer, James Moore, and Lindsay Swisher. Ex-Officio: Rev. Amanda Hendler-Voss

Care of Parish had an active year in 2022, featuring return to many in-person activities and continuation of efforts begun during virtual services due to the COVID-19 pandemic.

One of our most significant initiatives of the past year was to re-start in-person coffee hour. Following a test period in April and May with coffee hour hosted by members of Care of Parish, we returned to our pre-pandemic model of having members of the church host. Because of ongoing health-related concerns, and also taking into account some of the findings of the racial justice audit in which church members generally expressed a preference for scaled-back coffee hour food, there were a few changes to the coffee hour model. First, until December 18th, coffee hour was hosted outside in front of the church. Second, food offered was in individually pre-packaged containers, either natural (e.g. oranges) or man-made. As of December 18th, Council provided new guidance allowing coffee hour to take place partly indoors and with homemade cookies, in part to accommodate the Christmas cookie exchange held on that date.

The return of coffee hour generally ran smoothly, which is of great credit to the many church members who acted as host during the year. While there are too many to list here, we thank everyone who hosted for restoring this beloved practice of welcome and community. Going forward, Care of Parish plans to stay with the current model of assigning members to act as hosts in groups of two, with a rough model of each member hosting once every six months. In the coming year, Council has planned for coffee hour to be held outside twice a month, weather permitting, and otherwise in the community hall upstairs. Based on feedback from the racial justice audit, we also budgeted for and offered reimbursement for coffee hour expenses.

Care of Parish also hosted several community events during the course of the year. We were blessed to host a reception for Reverend Amanda's installation ceremony in April, which was very memorably held on the rooftop of our building, a beautiful setting with views over much of downtown DC. We also organized cluster gatherings during June and July, generously hosted by Barbara Gerlach, the Tanaka-Dodge family, and the Drake-Jensen family. We organized and hosted an ice cream social during the regular coffee hour period in October and facilitated a Christmas cookies exchange (approximately 40 participants) following an Advent service on December 18th.

Care of Parish also did outreach surrounding small groups and solicited member interest in either expanding existing small groups or creating new small groups. First Church has two existing small groups that have been ongoing over the past few years: one focused on discussion of life and life events, and the other focused on movies. These continue to be member-led and -driven, so Care of Parish's role this year and in

the future is akin to facilitating participation by those who are interested and running an enrollment period. This year there was interest in making the existing Young Adults group function as more of a small group with regularly scheduled events, and Polly Gordon solicited interest in participation for a knitting small group. A few members expressed interest in small groups focused on specific topics, although we ultimately did not have enough interested participants to support formation of additional groups.

We continued our important work of caring for individuals in periods of need, including meal trains for three families. We expanded the existing card ministry to also encompass outreach by phone for people who might benefit from being contacted. About 12 volunteers participated in this ongoing effort throughout the year. We have heard positive feedback from card recipients, with one member who received cards but is also a volunteer telling Care of Parish it is hard to know how much the cards and calls mean until you are on the receiving end. Our thanks again to everyone who participated in a meal train and in the card ministry — your efforts were definitely appreciated and help to strengthen our community by reaching people when they need it most. We already have some new volunteers for 2023, but always welcome additional help!

CHRISTIAN EDUCATION ANNUAL REPORT 2022

Commission Members: Ann Bushmiller (Council Rep.), Patrick Darling-LaGamma, Anna Kiss (chair), Elise Villemmez

Staff: Rev. Sam McFerran

A little more than a year ago, First Church had to make the decision to move its Christmas Eve Service from in-person to Zoom. It was a very difficult decision, as we were excited to be together in a limited way and to provide Rev. Amanda with her first in-person Christmas Eve service. However, it was not meant to be.

What happened during the weeks leading up to Christmas Eve, 2021, was that the Omicron variant of COVID-19 was wreaking havoc on the country, reaching rates three or four times previous peaks. So, to be safe, we celebrated the birth of baby Jesus and sang “Silent Night” from our homes, adhering to our COVID safety policy establishing that to ‘love our neighbor’ we must protect the most vulnerable during the pandemic.

Looking back at this moment, we must remember how uncertain we were about what 2022 would have in store for us. We did not know how long Omicron would last, or whether there would be another looming COVID variant that would impact us in the future. We could not confidently predict when we could be back in person on a consistent basis, let alone offer in-person faith formation opportunities like Sunday School or Adult Nurtures.

Fortunately, thanks to declining COVID rates, bivalent vaccines offered to adults, and vaccinations offered to children as young as six months, 2022 was a very positive year

when we began to return to patterns of worship and church life that reminded us more of our pre-pandemic existence at the corner of 10th and G.

So it is with great pride that the Christian Education Commission can look back upon a year of meaningful accomplishments that mirrored this progress of returning to pre-COVID church life.

Our four primary goals were:

- 1) To help strengthen community for families with children through outdoor gatherings, resuming in-person Sunday School, and an in-person pageant.
- 2) To create meaningful and accessible activities for our youth who experienced the negative social aspects of COVID-learning disproportionately.
- 3) To provide adult education opportunities using a hybrid format of in-person and Zoom.
- 4) To help us on our journey as becoming a stronger anti-racist force and community.

Goal 1: Strengthening community for families.

- 1) In the spring, we resumed in-person Sunday School. In the spring and summer, we met in the Community Hall. In the fall, we returned to the Christian Education Suite.
- 2) We are enjoying the Follow Me curriculum, which teaches spiritual practices to children. In 2022, these spiritual practices included Hope, Confess, Live in Community, Practice Joy, Honor God's Diversity, Make Peace, and Forgive.
- 3) We had eight Sunday School teachers, including Anna Kiss, Susan Anderson, Patrick Darling-LaGamma, Kim Darling, Lauren McFerran, Elise Villemmez, Ann Bushmiller, Ann Saudek, and Karen Pence.
- 4) We also held several outdoor gatherings at the Takoma Recreation Center and at Garfield Park with our friends from People's Congregational Church.
- 5) The children acted out the Palm Sunday story in Children's Theatre.
- 6) We also had a joyful 100% in-person pageant, entitled "Emmanuel: God With Us," which drew upon the connection between the marvels of the universe brought to light by the James Webb telescope and the Nativity Story.

Goal 2: Creating meaningful and accessible activities for our youth.

- 1) In January, our youth went on a 3-day service trip to Richmond, VA, where we explored issues of community building and racial justice by visiting the places where the Confederate statues were removed, seeing the "Rumors of War" statue, volunteering at Shalom Farms, and enjoying Camp Hanover during a snowy weekend! The youth shared at a service in late January. We are very grateful to Abigail Cipparone who also served as a leader for the trip.

- 2) In February and March, our youth participated in Evening Vespers – an 8 part series wherein we reflected on how God is calling us to be our true selves. Each meeting included scripture, reading, and listening to an adult about their journey in identifying and pursuing God's call. Guests included Dr. Dwan Reece, Michael Hopkins, Hannah Long-Higgins, Elliot Smith, Camia Stevenson, and Rev. Brandon Harris.
- 3) We had two summer explorations for our youth. One was hiking the Billy Goat Trail at Great Falls Park (Maryland) and the other was a fun trip to Climb Upton, a terrific rope course in Virginia.
- 4) We had a Fall unit on Immigration Justice. The youth explored immigration justice through scripture, listening to immigration advocates, seeing the play Sanctuary City, and serving at Tommy's Pantry, a ministry in Silver Spring that provides meals, wellness kits, light bulbs and other essential needs to a neighborhood where many immigrants from Latin America have located.
- 5) We participated in a service project at Christ House, a respite facility for the homeless. The youth helped maintain the outdoor space of the supportive housing Kairos building, while learning about the homeless ministry from Kairos Director, Daniel Kagbaghe.

Goal 3: Providing adult education opportunities.

These included:

- The development of an Adult Faith Formation team to help brainstorm and plan adult faith formation offerings for the year.
- Bible Workbench was offered in a hybrid fashion.
- Sermon talk backs were provided from Rev. Ron Hopson and Rev. David Lindsey.
- A three part series on Progressive Theology was taught by Rev. Amanda Hendler-Voss.
- A two-part Advent Nurture series was led by Rev. Barbara Gerlach, where we heard from church members sharing their hopes and fears.

Goal 4: Advancing our community as an Anti-Racist Church.

- 1) With many of the efforts above, there was a continued emphasis on the church's anti-racism objectives. This was usually achieved either by focusing on a justice issue (immigration, in 2022) or decentering whiteness by uplifting non-white voices.
- 2) The most intentional anti-racist focus was the Sunday School unit on the spiritual practice of honoring God's diversity through 1) affirming people who are marginalized, 2) centering voices from the margins, 3) working for liberation by challenging oppression, and 4) using advantages to overturn

inequality. These four principles are sound guiding values for our efforts to become a stronger anti-racist community.

- 3) We hope to bring in Chris Burton, a consultant and trainer, to help teach our Sunday School teachers how to effectively teach these anti-racist principles as well as foster a safe environment for all our children, especially our children of color. Since we are still slowly rebuilding Sunday School, we decided to delay the training until we had a sufficient number of teachers to justify the use of church funds.
- 4) For the fifth year, we hosted a Toy Drive that benefited over 120 children. Our beneficiaries were A Wider Circle, Shaw Community Ministries, and friends of First Church.

We are grateful for the support and love of the Congregation to make this all possible!

FACILITIES COMMISSION ANNUAL REPORT 2022

Members: Kim Darling (Chair), Nora Marsh, Kristy Goodfellow Mills (Council Rep.), and Peter Tracey. Staff: Byron Adams, Building Manager

What a difference a year makes! This past year has seen building use largely return to pre-pandemic levels. The congregation gathers weekly for Sunday morning worship, Faith Formation, congregational meetings, and small group activities. The Drop-in Center is doing amazing work every Tuesday in the Narthex and Living Room with the assistance of one of our regular tenants, Table Church. Occasional use rental income was almost 6% higher in 2022 than it had been before the pandemic. Below is a summary of a few of the major initiatives the Facilities Commission has undertaken.

Racial Justice Audit: We discussed ways to increase the diversity of both the folks that service our building and those who use it. We reviewed the church's policy on providing free/low-cost rental rates to ensure that it supported our Racial Justice goals. The general sense is that the policy is set up to be reactive — it requires someone to request a free or reduced rate. We would like to find ways to make the process more proactive — how can we identify diverse groups that could make good use of our space if only they knew a discount was available? As part of this effort, our Building Manager, Byron Adams, has initiated conversations to try to identify musical groups that might have this need.

Parking: The building owners did not renew our contract for the ten parking spaces that we have been renting for the last decade. These spaces have been marked for Church use only. We've had some discussion about renting them out using a third party like SpotHero but are unsure if it is worth the expense. We need to collect additional information on costs involved in getting a business license.

Zoom Moderators/Coordinators: Facilities Commission is now assisting with the scheduling of Zoom coordinators for those Sundays when there's no virtual worship

leadership. While we currently have several volunteers, we will need to continue to recruit and train in 2023.

Major System Replacement: Our building has what we commonly refer to as a 50-year plan that lays out what major systems will need to be replaced and estimates how much we need to save to be able to afford to replace these items. It became apparent last year that the plan needed to be updated to include other systems and to reflect both increased prices and usage. We did receive an updated plan this year from LPC, but Byron is concerned that the numbers are too low.

We anticipate needing to replace all air handling units and pumps in 2026. Facilities will need to do the following over the next few years:

- Identify an HVAC engineer in 2023 who will be able to evaluate the air handlers to see which ones will need to be replaced first, and which ones can wait another year or two. Hiring this HVAC engineer is an excellent opportunity to use a non-white-owned business; we recommend that next year's commission reach out to predominantly Black DC churches to see if they have someone they might recommend.
- Coordinate with staff and HVAC engineer to identify the best time to replace the items. We recommend targeting mid-June 2026. Summer tends to be a good time for major repairs as it is the least disruptive time to the Church calendar and a low point in building rentals. We will need to block out 4-6 weeks with no rentals or extra use of the building to accomplish the work.
- Investigate new technology that is more environmentally friendly.
- Investigate whether there are more energy-efficient ways to program our system, especially on the second floor.

In addition, we looked at finding a permanent fix to the front doors. From almost the beginning of our occupancy of this building, we've had issues with the front door closers. Each year we budget between \$5,000 and \$10,000 to have them repaired. The issues are a result of both the type of door closer that was used and water that accumulates in the trench below the doors. Byron was able to speak with someone from the architect firm that designed the building and is familiar with the issues. They came back with three options:

1. Re-trench what we have and put in drain lines to prevent water from accumulating. As this does not deal with the long-term issue of unreliable door closers, we did not pursue this recommendation on its own. However, this will need to be done no matter which of the other choices is made.
2. Replace the power assist closer with a Tormax TN110 and put in the drain lines. Estimated cost \$40,000-\$50,000.
3. Replace all eight of the front doors (interior and exterior) with top-mounted closers. This would require substantial effort, as the doors currently go all the way to the ceiling and there is HVAC ducting above.

This could cost as much as \$100,000, but we won't know for sure until we start shopping for replacement doors.

Facilities Commission recommends option 2, and that the work be performed during summer 2023 to have minimal impact on rental income. To have everything in place to start in June, Facilities will need to start looking for contractors to provide quotes during the first quarter of 2023. This expense will not be able to come from our annual budget, nor is it one that has been budgeted for as part of the Capital Reserve Fund. Council will need to determine the best way to pay for this fix.

Church Safety: Facilities Commission reviewed the draft Safe Church Plan and provided feedback to Council. As part of this plan, Facilities will need to:

- Develop a fire safety plan that includes recommendations for training of Sunday School teachers, ushers, and staff as well as for scheduling evacuation drills.
- Work with CE to determine the appropriate adult/child ratio to be able to safely evacuate all children, identify a safe gathering place where families can be reunited, and identify any additional equipment needed in the CE Suite.
- Develop posters that show where exits are and where one should go in case of emergency.

In addition, we looked at ways to increase the safety of the balcony area. We acquired and had installed a baby gate for the bottom of the stairs by the front door. We will need to get input from the architects on a more permanent solution. We believe this may ultimately include replacing the railings.

Our thanks go to both our Building Manager, Byron, and our Sexton, Ines for all the work and planning that goes into keeping our building in good repair and ready for use by both the congregation and outside renters. We also appreciate all of the other contractors that help out, including our church handyman, occasional use staff, AV technicians, and the many others who work behind the scenes.

FINANCE COMMISSION ANNUAL REPORT 2022

Members: Peter Gerlach-Mack, Anne Mascolino, Nan McConnell, Allison Truhlar (Council rep.), Lucille Dickinson (ex-officio as Treasurer), Jean Alexander and Nick McConnell (ex-officio as co-chairs for Stewardship).

Finance Commission Responsibilities

Finance Commission is responsible for the financial affairs of the Church. The Church's operating revenue includes 40% pledges, 30% income from the building, and 20% income from the Endowment Fund.

The Commission reviews monthly actual-to-budget comparisons and recommends necessary adjustments to make sure the budget stays balanced. From early fall through January, the Commission manages the budget development process for the following year (the budget is approved at the annual congregational meeting in late January) and the Commission is responsible for the annual program to obtain financial pledges from members and friends.

Financial Picture 2022:

- Review of 2022 Finances - Deficit for 2022 is projected to be approximately \$31,000. This is lower than originally projected due to increased building income and strong pledge numbers and music minister for less than a year.
- Pledges held for 2022.

Projections 2023:

- Deficit for 2023 is projected to be approximately \$72,000 if pledge income reaches \$304,000 and building income continues to be strong.
- Finance remains comfortable with this deficit in order to give our church and Senior Minister time to recover from pandemic.

2022 Financial Oversight

In April, Finance discussed the need to be more proactive in supporting Rev. Amanda and creating a solid financial foundation for the "new normal" with the following and asked that the Finance Commission representative present the following to Council:

1. Ask Commissions to review carefully expenditures through March (1/4 of FY) and send any proposed reductions in their budget to the Treasurer. (Deadline May 6)
2. Ask Facilities to look at contract with Lincoln Properties to determine if we can bring some/all of their functions in house to reduce the annual property management fee (\$18,000 in 2022 and expected to be \$21,600 in 2023). (Deadline - before fall budget process). Report to Council.
3. Council and Finance work with Commissions in the Fall on budgeting for 2023. (Deadline - before fall budget process)
4. Ask Facilities to develop a plan outlining potential for increased building use, particularly in shared use agreements, which seem to be a growing source of revenue; look at available times for rental; brainstorm on potential users; reach

out to prospects with the goal of assessing the potential to increase the building use lines for 2023. (Deadline - before fall budget process)

5. All Commissions, using Amanda's experience and expertise, to develop a plan for membership growth by fall budget process.

In September, in anticipation of stewardship activities, the Commission recommended to Council that the senior minister have access to the giving information. This is in keeping with best practices in the denomination and provides critical information for the senior minister to understand the financial situation of the Church.

Budget Process 2023

Finance worked with the Treasurer to send out 2023 budget templates to the Commissions and to compile the 2023 asking budget to determine our pledge goal for stewardship. We approved a 2023 budget with a deficit.

Stewardship — rebranded in 2022 as Commitment

Our commitment team — Nick McConnell, Jean Alexander — chose the theme "What Gift Can We Bring." The co-chairs developed a calendar of emails, testimonials (in person and email), and Horn articles for October and November and updates in December. One chair took responsibility for reaching out to people for in-person testimonials; the other chair summarized the testimonials and sent them out via listserve the following week, wrote the commitment letter, and wrote the November article for the Horn. The commitment letter, commitment form, and special narrative budget enclosure were sent first-class in early November. Co-chairs reached out to everyone who had not made the financial commitment by the end of the year, with more follow-up in January. Finance Commission developed a narrative budget, wrote thank you notes to all those who made a financial gift, and set financial goals.

Thank you to all who served on the Finance Commission in 2022.

Nan McConnell, Chair

INVESTMENT COMMISSION ANNUAL REPORT 2022

Members: Ann Bushmiller, Lucille Dickinson (Treasurer), Nan McConnell (Finance), Peter Tracey; Karen Pence, advisor.

The church's investments declined 15.8 percent in 2022. Although typically stocks and bonds serve as hedges for each other (meaning that when one asset performs poorly, the other performs well), in 2022 both types of assets suffered significant losses. The portfolio's domestic stocks fell 20 percent, its international stocks fell 16 percent, its bond holdings declined 13 to 14 percent, and its inflation hedge fell 3 percent. As a result, at the end of 2022, the total investments stood at \$5,546,307, with \$514,275 allocated to the capital reserve and \$5,032,032 allocated to the core endowment. At the end of 2021, the core endowment was \$6,145,354.

The endowment is intended to be a financial support for the church in perpetuity. To gauge whether this support is staying constant in inflation-adjusted dollars, we calculate an inflation-adjusted benchmark. That benchmark is the funding from the 2012 site redevelopment that established the endowment, adjusted for subsequent inflation. At the end of 2022, the benchmark was \$5,090,724, about in line with the core endowment value. The comparison indicates that after paying out approximately 3 percent of the principal each year to support the church budget, the endowment has roughly kept up with inflation over its ten years.

At times the congregation has considered tapping the endowment for special projects. To gauge whether there are extra funds in the endowment that could be used for these projects without threatening the endowment's principal purpose of supporting the church, we also compute a second benchmark that is the inflation-adjusted benchmark plus a 10 percent cushion. The rationale for this cushion is that in normal times, when stocks and bonds act as effective hedges for each other, the endowment should rarely fall more than 10 percent. The inflation benchmark plus 10% cushion was \$5,599,796 at the end of 2022, indicating that there are no surplus funds in the endowment.

The investment commission typically rebalances the portfolio when it sells assets to fund the annual contribution to the church's budget. In 2022, the Commission decided not to sell assets so that the church would not lock in losses if the endowment's decline turned out to be temporary. Instead, the Commission met the endowment's net \$130,100 contribution to the 2022 operating budget with cash on hand. In the first quarter of 2023, the Commission will need to sell assets to fund the contribution and will rebalance the portfolio at that time. Even without rebalancing, the portfolio remained broadly allocated in line with its targets, since most of the church's assets fell in value in 2022 by about the same percentage.

The Investment Policy approved in May 2012 is included after the following tables.

TABLE 1

Portfolio Allocation	Target	Actual 12/31/2022
Cash	5.0%	0.4%
Bonds	35.0%	35.6%
Stocks	55.0%	58.5%
<i>Total Domestic</i>	<i>37.0%</i>	<i>40.1%</i>
<i>Domestic, Broad</i>	<i>33.3%</i>	<i>35.7%</i>
<i>Domestic, Socially Responsible</i>	<i>3.7%</i>	<i>4.4%</i>
<i>International</i>	<i>18.0%</i>	<i>18.4%</i>
Inflation Hedge	5.0%	5.6%
Total	100%	100%

TABLE 2: SELECTED ASPECTS OF THE BALANCE SHEET

VANGUARD	Balance, 12/31/2022	Rate of Return, 2022
Total U.S. Stock Market Index	\$ 1,979,865	(16.11%)
Total International Stock Index	\$ 1,019,714	(19.53%)
Total Bond Market Index	\$ 1,164,671	(16.01%)
Total International Bond Index	\$ 537,720	(13.16%)
Intermediate-Term Investment-Grade Securities	\$ 270,085	(12.92%)
Short-Term Inflation-Protected Securities	\$ 309,124	(2.83%)
Social Index Fund (domestic stocks)	\$ 242,824	(24.22%)
CASH		
Capital One 360 Acct	\$ 20,914	0.1%
Truist	\$ 1,390	0%
TOTAL		
Overall Investments	\$ 5,546,307	(15.81%)
Core Endowment	\$ 5,032,032	
Capital Reserve	\$ 514,275	

Benchmarks for Core Endowment	
Target balance: growing at inflation	\$ 5,090,724
Target balance with cushion: inflation + 10%	\$ 5,599,796

Investment Policy Statement Ratified by Congregation on May 6, 2012

The following Investment Policy Statement was drafted to conform to the FCUCC bylaws in effect at the time of its drafting.

Objectives: The primary goals of the FCUCC Investment Commission will be 1) to preserve the capital of the Endowment Fund, 2) to provide a significant income contribution to each year's annual budget, 3) to protect the endowment from inflation, and 4) to grow the size of the endowment. Where consistent with the goals stated above, the Investment Commission will seek to integrate concern for the Church's mission and socially responsible investing into its management of the endowment investments.

The Investment Commission will seek to earn at least 3% net total return after subtracting inflation each calendar year based on the total value of the Endowment Fund as of December 31st of the preceding year. By "net total return," the Investment Commission means both the income earned from the Endowment Fund's investments plus all capital gains (minus all capital losses and investment costs) that have accrued during the year.

Investment Guidelines: To achieve its objectives, the Investment Commission may invest the Church's endowment funds in stocks, bonds, mutual funds, CDs, Real Estate Investment Trusts, and traditional bank accounts. It will not invest the Endowment Fund directly in real estate or other real property. As a means for limiting risk, the Investment Commission will not make investments through short sales or sales on the margin. Up to 40% of the Church's endowment may be invested in foreign (non-U.S.) financial instruments.

The primary vehicle for protecting the Church's endowment will be diversification of assets. To implement this policy, there is expected to be diversification across asset types, diversification within asset types, diversification across sectors of the economy, and diversification across national economies.

No more than 10% of the endowment will be invested in any one particular financial instrument at any time. This limit does not apply to broadly diversified mutual funds.

The Investment Commission will make its investment decisions with a moderate tolerance for risk.

Each year the Investment Commission will distribute to the congregation, for its approval at the annual meeting in January, a statement of the Investment Commission's strategy for the coming year. This Investment Principles statement will include a review of the composition and results of the endowment investments during the preceding year, the recommended asset allocation for the coming year with explanation, and a description of any major strategic moves that the Investment Commission anticipates making in the coming year.

Annual Transfer of Money from the Endowment Fund to the General Fund for Operations:

The Investment Commission will provide annually for the transfer of a portion of the Endowment Fund to the General Fund of the Church. The Investment Commission will use a Total Return process for determining how much, each year, may be so transferred.

Beginning in 2015, each January the Investment Commission will calculate the average (arithmetic mean) value of the endowment at the end of each of the previous 12 quarters. The Investment Commission will then recommend to the Finance Commission, by January 6th, an amount up to 4% of the average endowment value, as calculated above, which may be used in the Church's budget during the coming year. At any time, the Investment Commission may recommend that less than 4% of the average endowment value be used in a given year's budget. If the Finance Commission and the Investment Commission disagree about the amount of endowment money to be used in the coming year's budget, the Church Council will have the final decision.

Any decision to transfer more than 4% of the average value of the endowment, as calculated over the preceding twelve quarters, in any one year for whatever reason must be approved by at least three members of the Investment Commission voting at a meeting of that Commission, and a majority of the Church Council voting at a meeting of that body, and a majority of the congregation voting at a properly called congregational meeting.

One-quarter of the amount to be transferred from the Endowment Fund to the General Fund of the Church in any given year will be shifted between the two funds each quarter of the year. Purchases and sales of Endowment Fund assets must always be timed to ensure that sufficient money will be available for the next quarterly transfer from the Endowment Fund to the General Fund of the Church.

All endowment monies beyond those transferred from the Endowment Fund to the General Fund each year shall remain in the Endowment Fund to protect against the effects of inflation and to grow the size of the endowment.

Capital Reserve Fund

The Declaration of Reciprocal Easements, Covenants, and Restrictions, which governs the relationship between the Office Owner and the Church, requires that the Church must provide for reasonable capital reserves, the amount of which is to be established by the Office Owner on or before October 1 of each year for the ensuing year. Beginning in 2012 and continuing for the length of the plan, an amount that meets the requirements of this capital plan will be included in the Church's annual operating budget.

These capital reserves will be managed and invested by the Investment Commission along with the monies in the Endowment Fund. However, the Capital Reserve Fund will be treated for bookkeeping purposes as a distinct, restricted fund (the Capital Reserve Fund). The monies in the Capital Reserve Fund will not be included in the annual calculation of the amount to be withdrawn from the Endowment Fund for use in the Church's General Fund. One-quarter of the money which is budgeted each year to

go into the Capital Reserve Fund from the General Fund will be transferred during each quarter of the calendar year.

Withdrawals from this Capital Reserve Fund shall be made only for major capital maintenance or replacement as contemplated by the plan. This money cannot be used to pay regular annual maintenance expenses which normally are included in the annual Operating Budget. Withdrawal of any amount of money from the Capital Reserve Fund must be approved by a majority of the members of the Facilities Commission, three or more members of the Investment Commission and a majority of the members of the Church Council.

Operating Procedures: The Investment Commission shall review all of the Church's endowment and capital fund investments at least once each month, shall meet as a Commission at least once every three months, shall report on the status of the Church's investments to the Church Council at least once every three months, and shall report to the congregation at each of the regularly scheduled congregational meetings (January, May, and October).

All investment decisions of the Investment Commission must be approved by three or more of the Commission's five members. The Investment Commission will keep a detailed written record of all of its investment decisions.

Each year the Investment Commission will report to the congregation on the specific steps it has taken to ensure that there is appropriate Commission handling of endowment cash (including appropriate redundancy) and adequate monitoring of the endowment investments.

The Investment Commission may, if approved by at least three or more of its members, hire a professional financial consultant or financial manager to manage the Endowment Fund. To prevent any possibility of conflict of interest, this hired professional manager must not be a member of the Church or be related directly to any member of the Church. Furthermore, any business relationships between this professional and a member of the congregation must be disclosed to the Church Council. If an external, professional manager is used by the Investment Commission, that manager must adhere to all provisions of this Investment Policy Statement, to the annual Investment Strategy Statement for each year, and to any other conditions specified by the Investment Commission. The costs of such a professional manager must be accounted for in the calculation of the average value of the endowment each year.

Investment Principles

The Investment Commission shall seek to maximize investment returns, consistent with a moderate tolerance for risk, by following these broad principles. These principles are intended to guide the Commission in making its investment decisions and are not intended to be hard-and-fast rules.

The Commission shall maximize returns by:

- Sticking to a long-term asset allocation strategy and not attempting to time the market
- Favoring investments in broadly diversified, low-cost mutual funds
- Rebalancing its portfolio annually in line with its asset allocation objectives
- Minimizing transaction costs and fees
- Taking advantage of its tax-advantaged status by favoring fully taxable investments (but not at the expense of diversification)
- To reflect the Church's moderate tolerance for risk and its preference for fully taxable investments, maintaining a small overweight of short- and intermediate-bonds (within the bond category) and dividend-producing stocks (within stocks).

The Commission shall minimize risk by:

- Investing primarily in diversified mutual funds rather than individual stocks, bonds, or other securities
- Investing in a broad array of asset classes whose returns have historically been somewhat uncorrelated with each other
- Emphasizing simple and transparent investments, and as such avoiding the use of hedge funds, synthetic investments, and derivatives
- Depositing funds in any depository institution only up to the FDIC-insured maximum
- Ensuring that Commission members are familiar with the salient characteristics of all Endowment Fund investments and how each fits into the overall investment strategy.

Asset allocation: The Commission will invest its assets in four broad areas:

1. Cash: checking, saving, and money market accounts; certificates of deposits
2. Bonds: Treasury, agency, corporate, and municipal; asset- and mortgage-backed securities; investment-grade and high-yield; domestic and foreign
3. Stocks: large, medium, and small-cap; domestic, international, and emerging market
4. Inflation hedge: commodities, real estate, and inflation-protected securities

Current targets, as percent of total investments:

	Target	Range
Cash	5%	0-10%
Bonds	35%	30-40%
Investment grade	30%	25-35%
High-yield	5%	0-10%
Stocks	55%	50-60%
Domestic	35%	30-40%
International	15%	10-20%
Emerging	5%	0-10%
Inflation hedge	5%	0-10%

OUTREACH AND MEMBERSHIP COMMISSION

ANNUAL REPORT 2022

Members: Grace Bassler, Ellen Bushmiller (Council rep.), Rev. Amanda Hendler-Voss, Moira Jones, Fredda Sparks (chair), and Mike Zawada

Goals: To welcome the stranger, to attract new members, and to keep all who are interested fully informed about First Church and its many opportunities.

In 2022, First Church saw itself little by little returning to a new normal. Both the journey and its outcome offered challenges to the way Outreach & Membership conducted its responsibilities.

Attendance

Following a well-designed regathering plan that focused on the congregation's health and safety, members returned to worship in small increments. Once it was deemed safe, we resumed in-person Sunday worship services for all members and visitors. However, some preferred to continue worshiping on Zoom. Here are some of the things that helped bring people back to church:

- The vibrant leadership of our new Senior Pastor, the Reverend Amanda Hendler-Voss, reinvigorated our membership and attracted new folks who tried us and stayed.
- The presence of the choir under the direction of Leela Koilpillai, our new Director of Music Ministry, reminded us of how exciting music sounds in the sanctuary.
- O&M members reached out to all church members and friends, and those visitors who left contact numbers, to invite them to return to in-person church.
- In the fall, O&M checked in with folks who had indicated they might return to in-person worship, but whom we hadn't seen.
- Some Sunday School sessions were started up again.

Through the year, Alyx Cheng, Allison Truhlar, Mike Zawada, Barry Mills, and Rev. Amanda Hendler-Voss were stalwart in keeping track of those attending church in-person and on Zoom.

Ushers

Responsibility for choosing and scheduling ushers was a new task for the O&M Commission in 2022. Mike Zawada took the lead in drawing up a thorough set of usher instructions. And he did a masterful job of adjusting those instructions as the job changed several times during the year.

Just as it was challenging to get people back to in-person worship, it was tough to find members who were willing to commit to a regular schedule as an usher (only two did!) Kim Darling posted a SignUpGenius schedule for the entire year, and there were many people who were willing to substitute if called. But most were uncomfortable making

advance plans. One of next year's goals is to convince more members how rewarding it is to be an usher: greeting old friends and making new ones.

Welcoming the stranger

O&M made an extra effort this year to greet newcomers in a way that would make them feel welcome and want to come back. (The first of our Racial Justice Audit goals is to be proactive with all who enter our doors.) After a friendly greeting, an usher might ask visitors what brought them to First Church that morning, or if they have any questions about us. Then ushers point out the disposable nametags and offer blue cards to those who want to keep in touch. In addition, after the postlude, Rev. Amanda makes it a point to chat with unfamiliar faces as they leave the service.

Early in the year, our welcomes were complicated by the church's COVID-19 contact tracing sign-in sheet. Many visitors, and even members, did not want to sign in. All of us were relieved when the regathering committee dropped that requirement.

Special O&M thanks go to Kemmesha Thomas, as she keeps up her special attention to visitors who may want to connect to local services like food pantries or shelters. And, as part of our welcome, O&M continues to distribute water and snack bags to those who show up thirsty or hungry.

Membership

O&M sponsored Inquirer's Gatherings in the spring and fall of 2022. Rev. Amanda took the lead by assembling extensive information about First Church's history, connections, and present-day operations. Church leaders and O&M members gathered in person and by Zoom with people who wanted to learn more about us.

We welcomed Amanda Rojana, Austen Beaird, Mylo Caluza and Robin Olson as new members in 2022. Several others have said they plan to join us next year.

Publicity

The church's outdoor sign breathed its last during the summer and needed replacement. O&M took on the task, with help from Meg Maguire, Nan McConnell, Kim Darling, and Byron Adams. We took the original sign designer's suggestion that we make permanent only the barest identifying information — the QR code directing viewers to the church website, symbols representing some of our beliefs, and the First Church defining promise: "No matter who you are or where you are on life's journey, you are welcome here." In the middle of the sign is an 11x17" space for a changing message, most often about our weekly worship, seasonal information, or a special announcement. The sign is up, and it looks great!

O&M continues to be grateful to Alyx Cheng for her leadership and work on the First Church website. Our thanks goes also to Matthew LaGamma, whose photography adds to our continuing story.

Fredda Sparks for the O&M Commission

SOCIAL ACTION & AWARENESS COMMISSION

ANNUAL REPORT 2022

Members: Rev. Jason Carson Wilson (chair), Mary Alice Ball, Michael Hopkins, Janneke Radcliffe, Susan Saudek, Gail Sonnemann

First Church continued its long history of engaging in efforts to raise awareness and participate in social action that creates lasting change. Those activities include legacy projects. They are listed below.

- Second Sunday Offerings
- Drop-In Center

Second Sunday Offerings are special offerings that support various community organizations and a special collection for the United Church of Christ's national setting, which include Neighbors in Need and Our Wider Church Ministries.

The Drop-In Center continues its long legacy of serving people experiencing homelessness. It's continued that work amid a continuing COVID-19 pandemic and the changing face of the population that the Drop-In Center serves. A Thanksgiving dinner was among the most impactful events held, while providing warm clothing was among the most impactful actions.

Working with the Anti-Racism Committee was another essential activity. That included planning activities within the church and supporting sibling congregations like Peoples Congregational United Church of Christ and Faith United Church of Christ. Other activities included hosting Howard University's Dr. Renee Harrison, who discussed her book *Black Hands, White House*.

SAAC supported the Fasting From Whiteness press conference and the Poor People's Campaign. It also endorsed nonpartisan activities like sending postcards and participating in the Justice & Witness Action Network at the local and conference levels.

SAAC also supported the Sanctuary Committee's important work, including helping support a family when needed. SAAC has tried to continue living into its commitment to creating a just world for all.

Rev. Jason Carson Wilson

ANTIRACISM COMMITTEE ANNUAL REPORT 2022

The Antiracism Committee (ARC), a subcommittee of the Social Action & Awareness Commission, included the following members in 2022: Diane Brenneman, Kim Darling, Lucille Dickinson, Lynaya Morris, Jessica Prentice, LaTayna Purnell, Janneke Ratcliffe, Gail Sonnemann, and Rev. Jason Carson Wilson with Rev. Amanda Hendler-Voss serving as the monthly convener.

In the spring, the ARC launched Lenten book circles — small groups learning in community by reading and reflecting upon books rooted in antiracism. Facilitation of each group rotated, with members of ARC convening each group. Diane Brennehan and Lucille Dickinson convened the group reading Dr. Renee Harrison's *Black Hands, White House: Slave Labor and the Making of America*. Kim Darling and Rev. Jason Carson Wilson convened the group reading Yolanda Pierce's *My Grandmother's House*. Lynaya Morris and Gail Sonnemann convened the group reading Jocelyn Nicole Johnson's *My Monticello*. Jessica Prentice and Janneke Ratcliffe each convened a group reading Resmaa Menakem's *My Grandmother's Hands*. Rev. Amanda convened a group of parents to read Jennifer Harvey's *Raising White Kids: Bringing Up Children in a Racially Unjust America*. Each group met monthly throughout the six weeks of Lent, enjoying a total of more than forty participants. A hybrid Nurture program brought together members of all book circles to share experiences and learn from one another. Feedback suggested we should organize Lenten book circles again in 2023.

Following the Lenten book circles, the ARC sought proposals from consultants who might provide anti-racism training for church staff and leadership. The group reviewed four proposals, interviewed two consultants, and recommended to Council the selection of the Rev. LaShauna Austria of Seeds of Change Consulting. Council voted to affirm this recommendation, and the training has been scheduled for Saturday, March 11th.

In late spring, Oak Park UCC near Chicago was targeted by white supremacists in social and online media after making public their efforts to decenter whiteness in worship during Lent by relinquishing Eurocentric music. Rev. Jason Carson Wilson reached out to their pastor, the Rev. John Edgerton, and quickly organized a press conference and panel event hosted at First Church (Rev. Edgerton flew in for the event; others joined by Zoom), featuring the Rev. Dr. Jacqui Lewis, the Rev. Dr. Vertie Powers, the Rev. Dr. Craig Howard, and writer Wajahat Ali engaging in a robust conversation about what it means to confront white supremacy and cultivate antiracist institutions.

In the fall, as Rev. Amanda joined a cohort of faith leaders across the nation to explore the journey of reparations, Lucille Dickinson, Lynaya Morris, and Janneke Ratcliffe joined her at Sacred Reckonings, an online conference to explore an emerging curriculum for churches to explore racial justice through reparations. We hope to bring this curriculum to First Church in a future year.

Overall, the ARC serves as an organizing space for those in our congregation rooted and trained in antiracism. We strive to bring an antiracist lens and voice to the work we do in various Commission ministries and Council.

SANCTUARY COMMITTEE ANNUAL REPORT 2022

The Sanctuary Committee, a subcommittee of the Social Action & Awareness Commission, included the following members in 2022: Susan Saudek (Chair), Peter Tracey, James Moore, Cynthia Hobbs, Lindsay Swisher, Joe Mills.

We continued outreach via Lindsay Swisher and Cynthia Hobbs to the Ashakzai family (from Afghanistan). They are doing well and are very appreciative of our kindness, but no longer need our help. We will explore how the funds in the special Afghan Family account will be used.

Our committee continues to partner with Congregation Action Network (CAN) in our mutual aid and advocacy work for immigrants in DC. Our congregation, led by Jamey Moore, donated 10 bags of warm clothing for the immigrants arriving from Texas on buses sent by Gov. Abbott in protest of border policies. We joined an advocacy campaign towards Mayor Bowser and the City Council to push the passage of a bill in support of arriving bused migrants, offering them services already afforded to the unhoused in our city. Rev. Amanda and Susan Saudek testified. We did win the establishment of an Immigrant Affairs Office under the Mayor, the creation of a Welcome Center for the bused migrants and an Intake staff at the Center, plus 30 days of free housing at Days Inn on New York Avenue. We did not win the acceptance of social services (health, education, work permits) currently afforded to the unhoused.

Cynthia Hobbs and Susan Saudek participated in a youth migration project organized by Rev. Sam.

We supported the campaign for DC Domestic Worker's Bill of Rights by making phone calls to City Council members, attending street actions well covered by the press, and attending City Council hearings. Rev. Amanda was a big help in these efforts.

Under the guidance of Joe Mills, we held our annual sale of Palestinian oil. This is a UCC ministry to raise awareness of the Palestinian reality. Fifteen families participated. A small fraction of the income is passed along to SAAC for other justice work.

WORSHIP COMMISSION ANNUAL REPORT 2022

Members: Chris Byrne (2021, Council Rep), Mary Hayes (2021), David Lindsey (2022), Lynaya Morris (Chair, January – May; resigned to move to Toronto, Canada), Alisa Tanaka-Dodge (2022, Chair, June-December). Ex Officio: Senior Minister Rev. Amanda Hendler-Voss, Associate Minister Rev. Sam McFerran, Director of Music Ministry Leela Koilpillai (welcomed in June)

Per the 2020 Annual Report, the duties of Worship Commission ("WorCom") include:

- Supporting clergy and staff in creating weekly and special worship services
- Providing useful feedback on the congregational experience of worship
- Assisting in long-range worship planning

- Facilitating participation by all members in worship roles
- Planning periodic spiritual retreats for the congregation
- Set-up, decorating, and clean-up for worship and Communion
- Assisting with design and hanging of banners
- Coordinating and ordering needed supplies
- Learning how the knowledge, talents, and efforts of many come together to create spiritually enriching worship

Themes:

- Lent/Holy Week: Breath of Life
- Post-Easter: Embodied Faith
- Summer (post-Pentecost): Faces of Our Faith
- Fall: Gathered from the Four Corners of the Earth
- [Stewardship: What Gift Can We Bring?]
- Advent: no single theme: Hope, Peace, Joy, Love

Racial Justice Audit Implementation

Worship Commission reviewed and discussed the Racial Justice Audit's feedback and First Church's progress on "de-centering whiteness" in worship in the following areas:

- **Liturgy and worship folders:** currently intentional representation of marginalized populations in calls to worship, sermons, prayers of the people, and worship folder art.
- **Music:** historically "Euro-centric" – began working with Leela on more representative musical offerings, experimenting with movement and non-English lyrics
- **Guest preachers:** most have been African-American, feedback on needing to include representation from Latinx, Asian-American, and Indigenous preachers. Geographically constrained by strong congregational preference for in-person preaching.
- **Worship leaders:** clergy asking diverse members/friends to lead worship but have to respect if they say no.

Special Worship Services and Guest Preachers

Special services:

- Congregants provided reflections and testimonies on Rev. Dr. Martin Luther King Jr. Sunday (January 16)
- Black History Month: wove throughout our services the voice of Dr. Howard Thurman.
- Rev. Amanda's belated installation service on April 30 with guest preacher Rev. Aubra Love, founder, The Black Church and Domestic Violence Institute
- Lent & Holy Week: Ash Wednesday, Maundy Thursday, and Easter Sunday
- Young Adults led worship services on November 4
- Pride Sunday (June 10)

- Blessing the Departure of Lynaya Morris, Member in Discernment (July 10)
- Labor in the Pulpit Sunday (September 4) with guest preacher Dr. Joseph McCartin, Executive Director, Georgetown University Initiative for Labor and the Working Poor
- Stewardship Sunday (October 16) with guest preacher Rev. Dr. Veronice Miles, Professor of Preaching at Wesley Theological Seminary
- All Saints Sunday (October 30)
- Advent/Christmas: Christmas Pageant, Blue Christmas with personal testimonies, Christmas Cantata, Christmas Eve, Christmas morning, New Year's Day 2023
- Services of Baptism of: Xavi Saudek, Anthony Leonard, Robin Truhlar-Laing
- New Member Welcome Sundays: March 20 (Amanda Rojana) and November 20 (Austen Beaird, Mylo Caluza, and Robin Olson).

Other external guest preachers:

- Rev. Fredrick Robinson, former Executive Director of Mecklenburg Ministries (Charlotte, NC (January 9)
- Rev. Dr. Sherry Molock, Associate Professor of Psychological & Brain Sciences, The George Washington University (February 27)
- Rev. Dr. Ron Hopson, Howard University Department of Psychology and School of Divinity (September 25 sermon talk-back)
- Rev. Dr. Rita Nakashima Brock, Senior Vice President and Director of the Shay Moral Injury Center at Volunteers of America (Veterans' Day weekend, November 13)

First Church members who guest-preached: Thaddaeus Elliott, Rev. Laura Johnson, Rev. Diana Gomez de Molina, Rev. Dr. David Lindsey, Lynaya Morris, M.Div; Sandy Sorensen, M.Div; Rev. Sam McFerran, Rev. Kaeley McEvoy, Rev. Barbara Gerlach

Worship Nurture (September 18)

Q&A with Rev. Amanda & Leela followed by small-group discussion which raised the following themes:

- Consistent desire for worship to be calming, providing respite, letting go, peace, and recharging amid busy and stressful lives
- Online attendees very grateful for hybrid option
- Communion frequency: mixed thoughts; continue monthly Communion for now, plus extra on some special occasions, such as Joint Services or Young Adult Services
- Frequency of music in the service: at present 6-7 pieces, including prelude, hymns, special music, postlude. Discussion of need to keep service to one hour in general, may go over on Communion Sunday or other special occasions
- Prayer of Confession
- Discussion of how to manage Prayers of the People during Communion

- Surprisingly, no one discussed placement of announcements and how it impacts flow of service (the original impetus for the Worship Nurture)

Other WorCom Highlights

- February 20th: Lynaya moderated a nurture featuring Rev. Mahogany Thomas of People's UCC and Rev. Barbara Gerlach to explore Dr. Wilda Gafney's Women's Lectionary through the lens of inclusive language and womanist theology.
- Sat., February 26th: we supported a Black History Month Jazz Vespers joint/hybrid worship service organized by Peoples Congregational UCC with other local UCC churches, featuring guest preacher Rev. Dr. Jacqui Lewis and the People's Church Jazz Band.
- Decluttered worship closet in July.
- Robin Olson's brass quintet performed in special services free of charge, in exchange for using the sanctuary as rehearsal space.
- Leela incorporated results of worship music survey and did an all-church singalong after worship on November 6th.
- Top 2023 logistical priorities: reinventory of banners; organizing fabrics to make them more accessible for worship setup.
- Began discussing with Rev. Sam the idea of youth acolyting.

Gratitude and thanks to:

- Rev. Amanda and Rev. Sam, for their skills, care, and ability to adapt to the ever-changing and challenging times.
- Re-gathering Task Force for guiding us towards greater in-person worship attendance while keeping safety protocols
- Music leadership until Leela's arrival: Karen Bartman and Dennis Turner on piano and organ, Polly Gordon for choir
- Zoom Moderators Alyx Cheng, Allison Truhlar, and Abigail Cipparone
- Sound Designers Tom Sowers and Graham Marsh.
- Byron Adams, Trista Dunlap, Dorothy Hickson, and Ines Marquez for their support and assistance with setting up the sanctuary and ordering supplies.

TREASURER'S ANNUAL REPORT 2022

Lucille Dickinson

First, I want to thank the Assistant Treasurers for all their work –

Nora Marsh handled the biweekly payroll and the paperwork necessary for the various benefits that the church provides to staff. She also tracked and recorded the monthly payments to Lincoln Property Co., the property manager with whom the church contracts. Nora's expertise as a Certified Public Accountant has been invaluable in making sure the church's books are up to standard.

Polly Gordon handled all the non-payroll payments: on the church credit card, to contractors, reimbursements to staff and members for expenses from their own pockets, and for a wide variety of operating expenses.

Karen Pence served as an advisor to the Investments Commission.

I served as an ex officio member of the Finance Commission and a member of Council. I kept track of the big picture and reported to Finance and Council each month on how things are going and flagged any issues that needed attention. I also kept track of all the income: offerings via cash, paper checks, Vanco, PayPal, and stock donations; rent payments from tenants; and occasional use income.

Comments in the racial justice audit in 2021 indicated that the financial workings of the church were a bit mysterious to some people. In response, during 2022 I wrote several articles for the Horn to increase transparency: on building use income, pledges and unpledged offerings, the endowment fund, the 50-year plan for capital replacements, and ways to give financially to the church.

Much of our work product can be seen in other sections of this annual report: the report on 2022 budget to actuals, the balance sheet as of December 31st, the estimates in the 2023 proposed budget, and the report of the Investment Commission. Highlights include:

- As planned, as we come out of pandemic conditions and transition to a new normal, the church ended 2022 with an operating deficit (roughly \$35,000) and expects another in 2023 (roughly \$75,000). Combined with the \$91,600 deficit in 2021, the church will have used roughly \$200,000 of the \$520,000 in bequests received since late 2019 which were not placed in the endowment fund and, therefore, have very fortunately been available to support the church during the pandemic and its aftermath.
- Offerings in 2022 rose \$32k over 2021 but fell \$7k short of 2022 budget primarily due to pledges not being paid in 2022. We are confident they will be paid early in 2023.
- Building income in 2022 rose \$105.5k and exceeded 2022 budget by \$19k because of higher use.
- Endowment fund transfers to the operating budget rose \$14.6k.

- Two special offerings in 2022 remain available for spending in the next few years: \$8,425 for support of the Achakzai family and \$2,644 for special communication efforts identified as important for fostering growth.
- The amount allocated to Lincoln Properties Co., who manages certain building functions for the church, rose \$33k from 2021 to 2022 and was over the 2022 budget by \$26k. Of this total, \$22k was due to higher electricity costs in 2022 from the increase of air exchange in the building to make the air as safe as possible in the era of COVID.
- Occasional use coverage costs rose \$12k from 2021 to 2022 and exceeded the 2022 budget by \$11k — when the building is used more, the cost to cover events rises.
- Total Facilities costs rose \$50.5k from 2021 to 2022.
- Total Parish costs rose \$10.7k from 2021 to 2022 but were \$13k lower than 2022 budget.

It bears repeating that the church is so very fortunate to have the financial resources both to weather the storm from the pandemic since early 2020 and to provide a smooth transition to a balanced budget and support Rev. Amanda in her ministry. The Finance Commission and I seek broad involvement, transparency, and checks and balances in stewarding your money. Please send me your questions and I will try to demystify the processes and numbers — lucilledickinson@aol.com.

PLEDGE STATISTICS 2020 to 2023

Table I -- Pledging Summary

	2023 <i>as of Jan. 12, 2023</i>	2022 <i>as of Jan. 30, 2022</i>	2021 <i>as of Jan. 31, 2021</i>	2020 <i>as of Jan. 17, 2020</i>
Pledges	71	79	82	76
Persons Pledging	97	112	117	105
Total Amount	280,284	299,000	283,982	273,694
Average per pledge	3,948	3,785	3,463	3,601
Average per person	2,890	2,670	2,427	2,607

Table II -- Number of Pledges by Amount

1-599	5	8	12	12
600-999	6	7	7	9
1000-1999	23	19	18	15
2000-2999	7	10	10	7
3000-5999	15	21	24	22
6000 & over	15	14	11	11
TOTAL	71	79	82	76

Table III -- Changes in Amount Pledged

Pledges Continuing				
Increased	42	52	36	45
Unchanged	18	15	26	18
Decreased	6	4	6	3
New or returned	5	8	14	10
TOTAL	71	79	82	76

First Congregational Church Preliminary Balance Sheet
As of December 31, 2022

	Total	Endowment Fund and Capital Reserve	General Fund
1 ASSETS			
2 Current Assets			
3 Bank Accounts			
4 Capital One 360	83,594.39	20,914.27	62,680.12
5 City First Bank Money Mkt	248,975.55	0.00	248,975.55
6 Endowment Fund Bank Accts			
7 Truist Holding Account for Endowment	1,389.79	1,389.79	0.00
8 Total Endowment Fund Bank Accts	\$ 1,389.79 \$	\$ 1,389.79 \$	\$ 0.00
9 Truist Checking	116,445.63	0.00	116,445.63
10 Total Bank Accounts	\$ 450,405.36 \$	\$ 22,304.06 \$	\$ 428,101.30
11 Other Current Assets			
12 Account Receivable	37,655.65	0.00	37,655.65
13 Adams Dental Insurance	42.26	0.00	42.26
14 Total Account Receivable	\$ 37,697.91 \$	\$ 0.00 \$	\$ 37,697.91
15 Prepaid Expenses	2,195.00	0.00	2,195.00
16 Reserve Held by Lincoln Properties	32,369.09	0.00	32,369.09
17 Total Other Current Assets	\$ 72,262.00 \$	\$ 0.00 \$	\$ 72,262.00
18 Total Current Assets	\$ 522,667.36 \$	\$ 22,304.06 \$	\$ 500,363.30
19 Other Assets			
24 Endowment Fund and Capital Reserve Fund Investments			
25 Vanguard FTSE Social Index Investment	115,288.09	115,288.09	0.00
26 Vanguard FTSE Social Index Investment	127,535.81	127,535.81	0.00
27 Vanguard FTSE Social Index Investment unrealized gain or loss			
28 Total Vanguard FTSE Social Index Investment	\$ 242,823.90 \$	\$ 242,823.90 \$	\$ 0.00
29 Vanguard Intermediate Term Investment Grade Total			
30 Vanguard Intermediate Term Investment Grade	334,696.14	334,696.14	0.00
31 Vanguard Intermediate Term Investment Grade Fund unrealized gain or loss	-64,611.09	-64,611.09	0.00
32 Total Vanguard Intermediate Term Investment Grade Total	\$ 270,085.05 \$	\$ 270,085.05 \$	\$ 0.00
33 Vanguard Short Term Inflation Protected Securities Fund Total			
34 Vanguard Short Term Inflation Protected Securities Fund	326,902.09	326,902.09	0.00
35 Vanguard Short Term Inflation Protected Securities Fund unrealized gain or loss	-17,777.88	-17,777.88	0.00

First Congregational Church
Preliminary Balance Sheet
As of December 31, 2022

		Endowment Fund and		
		Total	Capital Reserve	General Fund
36	Total Vanguard Short Term Inflation Protected Securities Fund Total	\$ 309,124.21	\$ 309,124.21	\$ 0.00
37	Vanguard Total Bond Fund Total			
38	Vanguard Total Bond Fund	845,526.73	845,526.73	0.00
39	Vanguard Total Bond Fund unrealized gain or loss	319,144.53	319,144.53	0.00
40	Total Vanguard Total Bond Fund Total	\$ 1,164,671.26	\$ 1,164,671.26	\$ 0.00
41	Vanguard Total International Bond Index Total			
42	Vanguard International Bond Index	608,945.63	608,945.63	0.00
43	Vanguard Total International Bond Index unrealized gain or loss	-71,225.49	-71,225.49	0.00
44	Total Vanguard Total International Bond Index Total	\$ 537,720.14	\$ 537,720.14	\$ 0.00
45	Vanguard Total International Stock Index Fund Total			
46	Vanguard Total International Stock Index Fund	959,529.02	959,529.02	0.00
47	Vanguard Total International Stock Index Fund unrealized gain or loss	60,184.67	60,184.67	0.00
48	Total Vanguard Total International Stock Index Fund Total	\$ 1,019,713.69	\$ 1,019,713.69	\$ 0.00
49	Vanguard Total Stock Fund Total			
50	Vanguard Total Stock Fund	360,810.98	360,810.98	0.00
51	Vanguard Total Stock Fund unrealized gain or loss	1,619,053.90	1,619,053.90	0.00
52	Total Vanguard Total Stock Fund Total	\$ 1,979,864.88	\$ 1,979,864.88	\$ 0.00
53	Total Endowment Fund and Capital Reserve Fund Investments	\$ 5,524,003.13	\$ 5,524,003.13	\$ 0.00
54	Total Other Assets	\$ 5,524,003.13	\$ 5,524,003.13	\$ 0.00
55	TOTAL ASSETS	\$ 6,046,670.49	\$ 5,546,307.19	\$ 500,363.30
56	LIABILITIES AND EQUITY			
57	Liabilities			
58	Current Liabilities			
59	Accounts Payable			
60	Accounts Payable (A/P)	9,560.96	0.00	9,560.96
61	Total Accounts Payable	\$ 9,560.96	\$ 0.00	\$ 9,560.96
62	Other Current Liabilities			
63	Income Received Before Applicable Period, owed to subsequent year budget			
64	Prepaid Occasional Use	4,304.25	0.00	4,304.25
65	Prepaid Pledges	7,200.00	0.00	7,200.00
66	Total Income Received Before Applicable Period, owed to subsequent year budget	\$ 11,504.25	\$ 0.00	\$ 11,504.25

**First Congregational Church
Preliminary Balance Sheet
As of December 31, 2022**

		Endowment Fund and		
		Total	Capital Reserve	General Fund
74	Payroll Liabilities			
75	Pension Withholding Payable	194.76	0.00	194.76
76	Total Payroll Liabilities	\$ 194.76	\$ 0.00	\$ 194.76
77	Security Deposits received from renters, users			
78	Flex space security deposit	2,500.00	0.00	2,500.00
79	Friday Morning Music Club	500.00	0.00	500.00
80	Table Church security deposit	2,000.00	0.00	2,000.00
81	Total Security Deposits received from renters, users	\$ 5,000.00	\$ 0.00	\$ 5,000.00
82	Total Other Current Liabilities	\$ 16,699.01	\$ 0.00	\$ 16,699.01
83	Total Current Liabilities	\$ 26,259.97	\$ 0.00	\$ 26,259.97
84	Long-Term Liabilities			
85	Capital Reserve Fund	514,274.84	514,274.84	0.00
87	Total Long-Term Liabilities	\$ 514,274.84	\$ 514,274.84	\$ 0.00
88	Total Liabilities	\$ 540,534.81	\$ 514,274.84	\$ 26,259.97
89	Equity			
90	EQUITY			
91	NET ASSETS			
92	Endowment Fund Net Assets			
93	Redevelopment proceeds	3,397,628.91	3,397,628.91	0.00
94	Restricted by Donor			
95	Griffis Bequest	15,093.41	15,093.41	0.00
96	Joan King bequest	10,000.00	10,000.00	0.00
97	Ross Trust donation 2007; one half of annual income to Mission budget	141,742.73	141,742.73	0.00
98	Total Restricted by Donor	\$ 166,836.14	\$ 166,836.14	\$ 0.00
99	Restricted by Specific Church Action			
100	Ruth Shinn bequest and family donation	117,300.00	117,300.00	0.00
101	Remaining allocation for 2022 commitment (of \$6,000 total)	2,800.00	2,800.00	0.00
102	Remaining allocation for 2023 commitment (of \$6,000 total)	3,000.00	3,000.00	0.00
103	Total Ruth Shinn bequest and family donation	\$ 123,100.00	\$ 123,100.00	\$ 0.00
104	Total Restricted by Specific Church Action	\$ 123,100.00	\$ 123,100.00	\$ 0.00
105	Unrestricted			

**First Congregational Church
Preliminary Balance Sheet
As of December 31, 2022**

106	Other - Cumulative Unrestricted Endowment					
107	Total Unrestricted	2,405,223.13	2,405,223.13		0.00	
108	Total Endowment Fund Net Assets	\$ 2,405,223.13	\$ 2,405,223.13	\$ 0.00		
109	Funds Restricted by Church Action	\$ 6,092,788.18	\$ 6,092,788.18	\$ 0.00		
110	Bequests Remaining in Gen Fund	428,396.15	0.00		428,396.15	
111	Special Achakzai Family Fund	8,134.54	0.00		8,134.54	
112	Special Communications Fund	2,644.00	0.00		2,644.00	
113	Total Funds Restricted by Church Action	\$ 439,174.69	\$ 0.00	\$ 439,174.69		
114	General Fund Net Assets					
115	Dedicated General Fund Balances					
118	Memorials					
119	Cummings, Claricia	1,100.00	0.00		1,100.00	
120	Griffis, Anne	1,125.05	0.00		1,125.05	
121	Griffis, Richard	368.00	0.00		368.00	
122	Hanson, Bruce	385.00	0.00		385.00	
123	Hayes, Barbara	50.00	0.00		50.00	
124	King, Joan	50.00	0.00		50.00	
125	Lorenz, Peg	2,250.00	0.00		2,250.00	
126	Marsh, Dwight	130.00	0.00		130.00	
127	Olson, Sally	100.00	0.00		100.00	
128	Shinn, Ruth	1,250.00	0.00		1,250.00	
129	Total C. Memorials	\$ 6,808.05	\$ 0.00	\$ 6,808.05		
130	Total Dedicated General Fund Balances	\$ 6,808.05	\$ 0.00	\$ 6,808.05		
131	Unrestricted General Fund Assets	64,097.63	0.00		64,097.63	
132	Total General Fund Net Assets	\$ 70,905.68	\$ 0.00	\$ 70,905.68		
133	Total NET ASSETS	\$ 6,602,868.55	\$ 6,092,788.18	\$ 510,080.37		
136	Net Income	(1,096,732.87)	(1,060,755.84)	(35,977.03)		
137	Total Equity	\$ 5,506,135.68	\$ 5,032,032.34	\$ 474,103.34		
138	TOTAL LIABILITIES AND EQUITY	\$ 6,046,670.49	\$ 5,546,307.18	\$ 500,363.31		

First Congregational Church
Budget vs. Actuals: 2022 Budget - FY22 P&L
January - December 2022

	Actual	Budget	Variance from budget	% of Budget
1 GENERAL INCOME				
2 A. Pledges				
3 Pledges--Current	283,889.51	294,000.00	-10,110.49	96.56%
4 Pledges--Prior Year	14,481.00	15,000.00	-519.00	96.54%
5 Unpledged	16,390.28	12,500.00	3,890.28	131.12%
6 Total A. Pledges	\$ 314,760.79	\$ 321,500.00	\$ 6,739.21	97.90%
7 B. Other Income - General Fund				
8 Investment	325.17	400.00	-74.83	81.29%
9 Other income - other	1,233.56	0.00	1,233.56	
10 Total B. Other Income - General Fund	\$ 1,558.73	\$ 400.00	\$ 1,158.73	389.68%
11 C. Building use				
12 1. Lease agreements				
13 a. Washington Chorus	30,375.00	30,375.00	0.00	100.00%
14 b. Pathways to Housing lease	45,060.00	45,067.68	-7.68	99.98%
15 Total 1. Lease agreements	\$ 75,435.00	\$ 75,442.68	\$ 7.68	99.99%
16 2. Shared Use Agreements				
17 Close Up Foundations	2,350.00			
18 Committee of 100 shared use agreement	7,428.00	7,428.66	-0.66	99.99%
19 Congressional Chorus	18,421.25	17,500.00	921.25	105.26%
20 Encore Chorale Agreement	7,380.00	7,800.00	-420.00	94.62%
21 Friday Morning Music Club	1,950.00	0.00	1,950.00	
22 Table Church	29,100.00	34,125.00	-5,025.00	85.27%
23 Washington Bach Consort	18,208.25	12,000.00	6,208.25	151.74%
24 Washington Chorus (separate from lease)	7,053.00	0.00	7,053.00	
25 Washington Hebrew Congregation		4,500.00	-4,500.00	0.00%
26 Total 2. Shared Use Agreements	\$ 91,890.50	\$ 83,353.66	\$ 8,536.84	110.24%
27 3. Occasional Use	60,090.91	50,000.00	10,090.91	120.18%
28 4. Parking space lease	15,644.53	15,644.00	0.53	100.00%
29 Total C. Building use	\$ 243,060.94	\$ 224,440.34	\$ 18,620.60	108.30%

First Congregational Church
Budget vs. Actuals: 2022 Budget - FY22 P&L
January - December 2022

	Actual	Budget	Variance from budget	% of Budget
30 D. Transfers from Endowment Funds				
31 1. Transfer from Endowment Fund - Ops	164,600.00	164,600.00	0.00	100.00%
32 2. Transfer from Endowment Fund - Mission (half the earnings on Jim and Miriam Ross bequest)	8,000.00	8,000.00	0.00	100.00%
33 Total D. Transfers from Endowment Funds	\$ 172,600.00	\$ 172,600.00	\$ 0.00	100.00%
34 F. Contributions for Flowers	1,683.00	0.00	1,683.00	
35 G. Second Sunday Offerings		12,500.00	-12,500.00	0.00%
36 a. JANUARY	1,165.00	0.00	1,165.00	
37 b. FEBRUARY	1,381.00	0.00	1,381.00	
38 c. MARCH	1,980.00	0.00	1,980.00	
39 d. APRIL	1,065.75	0.00	1,065.75	
40 e. MAY	1,270.50	0.00	1,270.50	
41 f. JUNE	1,390.00	0.00	1,390.00	
42 g. JULY	935.00	0.00	935.00	
43 h. AUGUST	1,100.00	0.00	1,100.00	
44 i. SEPTEMBER	330.00	0.00	330.00	
45 j. OCTOBER	730.00	0.00	730.00	
46 k. NOVEMBER	930.00	0.00	930.00	
47 l. DECEMBER	910.00	0.00	910.00	
48 Total G. Second Sunday Offerings	\$ 13,187.25	\$ 12,500.00	\$ 687.25	105.50%
49 H. Other special offerings	2,500.00	0.00	2,500.00	
50 Special Achakzai Family Fund	8,425.00	0.00	8,425.00	
51 Special communications fund	2,644.00	0.00	2,644.00	
52 Total H. Other special offerings	\$ 13,569.00	\$ 0.00	\$ 13,569.00	
53 Total GENERAL INCOME	\$ 760,419.71	\$ 731,440.34	\$ 28,979.37	103.96%
54 GENERAL EXPENSES				
55 A. BENEVOLENCE and SECOND SUNDAY				
56 1. Our Church's Wider Mission	30,000.00	30,000.00	0.00	100.00%
57 2. Potomac Association	6,908.00	6,800.00	108.00	101.59%

First Congregational Church
Budget vs. Actuals: 2022 Budget - FY22 P&L
January - December 2022

	Actual	Budget	Variance from budget	% of Budget
58 3. Wash. Interfaith Network	2,500.00	2,500.00	0.00	100.00%
59 4. Congregation Action Network		0.00	0.00	
60 5. Shaw Community Center	1,500.00	1,500.00	0.00	100.00%
61 6. Second Sunday Offering		12,500.00	-12,500.00	0.00%
62 a. JANUARY	1,165.00	0.00	1,165.00	
63 b. FEBRUARY	1,381.00	0.00	1,381.00	
64 c. MARCH	1,980.00	0.00	1,980.00	
65 d. APRIL	1,065.75	0.00	1,065.75	
66 e. MAY	1,270.50	0.00	1,270.50	
67 f. JUNE	1,390.00	0.00	1,390.00	
68 g. JULY	935.00	0.00	935.00	
69 h. AUGUST	1,100.00	0.00	1,100.00	
70 i. SEPTEMBER	330.00	0.00	330.00	
71 j. OCTOBER	730.00	0.00	730.00	
72 k. NOVEMBER	930.00	0.00	930.00	
73 l. DECEMBER	910.00	0.00	910.00	
74 Total 6. Second Sunday Offering	\$ 13,187.25	\$ 12,500.00	\$ 687.25	105.50%
75 7. Other special offerings	2,500.00	0.00	2,500.00	
76 Special Achakzai Family Fund	8,425.00	0.00	8,425.00	
77 Special communications fund	2,644.00	0.00	2,644.00	
78 Total 7. Other special offerings	\$ 13,569.00	\$ 0.00	\$ 13,569.00	
79 Total A. BENEVOLENCE and SECOND SUNDAY	\$ 67,664.25	\$ 53,300.00	\$ 14,364.25	126.95%
80 B. CAPITAL			0.00	
81 1. Major Repairs	18,004.05	40,000.00	-21,995.95	45.01%
82 2. Planned Capital Replacement Reserve	42,500.00	42,500.00	0.00	100.00%
83 Total B. CAPITAL	\$ 60,504.05	\$ 82,500.00	\$ 21,995.95	73.34%
84 C. FACILITIES				
85 1. FCC Share of Lincoln Properties Expense				
86 a. LPC Taxes & Insurance		0.00	0.00	
87 b. LPC Administrative Expense	1,184.03	1,137.00	47.03	104.14%

First Congregational Church
Budget vs. Actuals: 2022 Budget - FY22 P&L
January - December 2022

	Actual	Budget	Variance from budget	% of Budget
88 c. LPC Utilities	86,103.83	62,911.00	23,192.83	136.87%
89 d. LPC Repairs & Maintenance	40,249.78	38,905.00	1,344.78	103.46%
90 e. LPC Management Fee	18,257.34	18,000.00	257.34	101.43%
91 f. LPC Payroll	10,380.36	9,047.00	1,333.36	114.74%
92 Total 1. FCC Share of Lincoln Properties Expense	\$ 156,175.34	\$ 130,000.00	\$ 26,175.34	120.13%
93 3. Maintenance and Supplies not via LPC				
94 Audio Visual/IT Support	13,139.89	9,500.00	3,639.89	138.31%
95 Consumable Maintenance Supplies	2,952.02	2,500.00	452.02	118.08%
96 Equipment Maint not covered by LPC	3.17	1,500.00	-1,496.83	0.21%
97 Instrument Maintenance	4,301.29	3,650.00	651.29	117.84%
98 Other Maint and Supp not via Lincoln Properties	3,224.51	1,300.00	1,924.51	248.04%
99 Total 3. Maintenance and Supplies not via LPC	\$ 23,620.88	\$ 18,450.00	\$ 5,170.88	128.03%
100 4. Event Space Marketing	612.50	690.00	-77.50	88.77%
101 5. Property and professional liability, umbrella	28,500.00	28,500.00	0.00	100.00%
102 6. Facilities Commission	769.95	600.00	169.95	128.33%
103 7. Occasional use coverage	18,888.50	8,000.00	10,888.50	236.11%
104 Total C. FACILITIES	\$ 228,567.17	\$ 186,240.00	\$ 42,327.17	122.73%
105 D. MINISTERIAL PROGRAM				
106 1. Senior Minister				
107 a. Salary, Housing Allowance, Soc Sec offset	93,903.93	94,043.00	-139.07	99.85%
108 b. Health Insurance	14,742.77	14,794.00	-51.23	99.65%
109 c. Life Insurance & Disability	1,410.72	1,411.00	-0.28	99.98%
110 d. Pension	13,166.04	13,166.00	0.04	100.00%
111 e. Continuing education	1,248.30	1,200.00	48.30	104.03%
112 f. Reimbursable Expenses	2,515.13	2,650.00	-134.87	94.91%
113 Total 1. Senior Minister	\$ 126,986.89	\$ 127,264.00	\$ -277.11	99.78%
114 2. Guest Preachers	3,050.00	3,500.00	-450.00	87.14%
115 7. Pastor's Discretionary	959.52	1,000.00	-40.48	95.95%
116 Total D. MINISTERIAL PROGRAM	\$ 130,996.41	\$ 131,764.00	\$ -767.59	99.42%

First Congregational Church
Budget vs. Actuals: 2022 Budget - FY22 P&L
January - December 2022

	Actual	Budget	Variance from budget	% of Budget
117 E. PARISH				
118 Care of Parish	1,388.86	3,480.00	-2,091.14	39.91%
119 Child Care				
120 a. Child Care Workers		1,664.00	-1,664.00	0.00%
121 b. Child Care Workers payroll tax expense		127.77	-127.77	0.00%
122 Total Child Care	\$ 0.00	\$ 1,791.77	\$ -1,791.77	0.00%
123 Christian Education				
124 a. Christian Education Commission	2,318.12	1,800.00	518.12	128.78%
125 b. Youth Service Project Expenses	344.34	2,200.00	-1,855.66	15.65%
126 c. Associate Minister				
127 A. Assoc. Salary	59,852.83	59,905.00	-52.17	99.91%
128 B. Assoc. Health Stipend	5,699.42	5,808.00	-108.58	98.13%
129 C. Assoc. disability insurance	898.68	899.00	-0.32	99.96%
130 D. Assoc. Retirement benefit	5,990.52	5,991.00	-0.48	99.99%
131 E. Assoc. Professional Development		250.00	-250.00	0.00%
132 Total c. Associate Minister	\$ 72,441.45	\$ 72,853.00	\$ -411.55	99.44%
133 Total Christian Education	\$ 75,103.91	\$ 76,853.00	\$ -1,749.09	97.72%
134 Conf. & Mtg. Expenses	130.00	700.00	-570.00	18.57%
135 Contingency	2,028.20	2,000.00	28.20	101.41%
136 Finance Commission	11.99	0.00	11.99	
137 Flowers	1,229.38	0.00	1,229.38	
138 Music - Director of Music Ministry				
139 a. Dir. Of Music Min. Salary	21,606.00	22,154.00	-548.00	97.53%
140 b. Dir. of Music Min. Payroll Taxes	1,727.38	1,695.00	32.38	101.91%
141 c. Dir. of Music Min. Health Stipend	974.17	1,006.00	-31.83	96.84%
142 d. Dir. of Music Min. Retirement benefit	1,092.00	1,108.00	-16.00	98.56%
143 e. Dir. Of Music Min. disability insurance	234.00			
144 f. Dir. of Music Min. Prof. Dev.	350.00	300.00	50.00	116.67%
145 Total Music - Director of Music Ministry	\$ 25,983.55	\$ 26,263.00	\$ -279.45	98.94%

First Congregational Church
Budget vs. Actuals: 2022 Budget - FY22 P&L
January - December 2022

		Actual	Budget	Variance from budget	% of Budget
146	Music post June 2021 - mid May 2022				
147	Search committee	29.23	30.00	-0.77	97.43%
148	Substitutes	9,175.00	8,875.00	300.00	103.38%
149	Total Music post June 2021	\$ 9,204.23	\$ 8,905.00	\$ 299.23	103.36%
150	Office				
151	Accounting System	2,369.16	2,500.00	-130.84	94.77%
152	Bank Charges	240.52	750.00	-509.48	32.07%
153	Giving Fees	2,492.17	2,400.00	92.17	103.84%
154	Internet and Cable - monthly	2,448.68	2,500.00	-51.32	97.95%
155	Licenses and Fees	188.00	180.00	8.00	104.44%
156	Office equipment maintenance	7,569.46	5,000.00	2,569.46	151.39%
157	Postage	74.10	500.00	-425.90	14.82%
158	Printing & Office Supplies	2,965.17	3,000.00	-34.83	98.84%
159	Telephone - monthly	2,412.57	2,160.00	252.57	111.69%
160	Workers Compensation Insurance	1,718.00	1,676.00	42.00	102.51%
161	Total Office	\$ 22,477.83	\$ 20,666.00	\$ 1,811.83	108.77%
162	Office and Building Staff				
163	Building Manager				
164	A. Building Manager salary	62,906.88	64,235.00	-1,328.12	97.93%
165	B. Building Manager payroll tax expense	4,773.36	4,914.00	-140.64	97.14%
166	C. Building Manager health insurance	9,648.00	9,648.00	0.00	100.00%
167	D. Building Manager Retirement benefit	2,107.56	2,248.00	-140.44	93.75%
168	E. Building Manager disability insurance	903.24	964.00	-60.76	93.70%
169	F. Building Manager Professional Development	316.94	250.00	66.94	126.78%
170	Total Building Manager	\$ 80,655.98	\$ 82,259.00	\$ -1,603.02	98.05%
171	Office Assistant				
172	A. Office Assistant salary	21,019.00	25,500.00	-4,481.00	82.43%
173	B. Office Assistant payroll tax expense	1,852.32	1,951.00	-98.68	94.94%
174	C. Office Assistant Health Stipend	3,247.02	4,020.00	-772.98	80.77%
175	D. Office Assistant Retirement Expense	871.13	893.00	-21.87	97.55%

First Congregational Church
Budget vs. Actuals: 2022 Budget - FY22 P&L
January - December 2022

	Actual	Budget	Variance from budget	% of Budget
176 E. Office Assistant disability insurance	346.06	383.00	-36.94	90.36%
177 F. Office Assistant Professional Development		250.00	-250.00	0.00%
178 G. Office Assistant Vacation Coverage	5,501.25	1,200.00	4,301.25	458.44%
179 Total Office Assistant	\$ 32,836.78	\$ 34,197.00	\$ 1,360.22	96.02%
180 Sexton				
181 A. Sexton salary	33,919.43	32,900.00	1,019.43	103.10%
182 B. Sexton payroll tax expense	3,017.58	2,517.00	500.58	119.89%
183 C. Sexton Health Stipend	5,526.08	5,592.00	-66.92	98.82%
184 D. Sexton retirement expense	1,151.52	1,152.00	-0.48	99.96%
185 E. Sexton disability insurance	493.56	494.00	-0.44	99.91%
186 Total Sexton	\$ 44,108.17	\$ 42,655.00	\$ 1,453.17	103.41%
187 Total Office and Building Staff	\$ 157,600.93	\$ 159,111.00	\$ 1,510.07	99.05%
188 Outreach and Membership Commission				
189 Outreach and Membership	1,168.29	1,000.00	168.29	116.83%
190 Total Outreach and Membership Commission	\$ 1,168.29	\$ 1,000.00	\$ 168.29	116.83%
191 Pathways Sunday Support	1,078.72	2,300.00	-1,221.28	46.90%
192 Publicity				
193 Public Visibility		0.00	0.00	0.00%
194 Website		200.00	-200.00	0.00%
195 Total Publicity	\$ 0.00	\$ 200.00	\$ 200.00	0.00%
196 Social Action Commission				
197 A. Social Action and Awareness	167.05	500.00	-332.95	33.41%
198 B. Justice & Witness/Anti Racism Group	0.00	2,250.00	-2,250.00	0.00%
199 C. Sanctuary Task Force	125.00	1,550.00	-1,425.00	8.06%
200 D. Drop in Center				
201 1. Social Action Contractor	6,000.00	6,000.00	0.00	100.00%
202 2. Drop In Center Supplies	28.50	900.00	-871.50	3.17%
203 Total D. Drop in Center	\$ 6,028.50	\$ 6,900.00	\$ 871.50	87.37%
204 Total Social Action Commission	\$ 6,320.55	\$ 11,200.00	\$ 4,879.45	56.43%

First Congregational Church

Budget vs. Actuals: 2022 Budget - FY22 P&L

January - December 2022

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January 13, 2023

**First Congregational Church
2023 Proposed Budget**

		2022	Actual	2023	Comments
		Adjusted budget		Proposed	
INCOME					
GENERAL INCOME					
A. Pledges					
1	Pledges--Current	294,000.00	283,889.51	290,000.00	\$280K in hand from 71 pledging units (98 individuals)
2	Pledges--Prior Year	15,000.00	14,481.00	15,000.00	
3	Unpledged	12,500.00	16,390.28	16,000.00	
4	Total A. Pledges and unpledged	\$ 321,500.00	\$ 314,760.79	\$ 321,000.00	Supports 38.7% of 2023 estimated spending
5	B. Other Income - General Fund				
6	Investment	400.00	325.17	350.00	
7	Other income - other	0.00	1,233.56	0.00	2022: interest on cash LPC holds plus write offs.
9	Total B. Other Income - General Fund	\$ 400.00	\$ 1,558.73	\$ 350.00	
10	C. Building use				
11	1. Lease agreements				
12	Flex space lease (Wash Chorus in 2022)	30,375.00	30,375.00	31,894.00	
13	Pathways to Housing lease	45,067.68	45,060.00	49,574.00	
14	Total 1. Lease agreements	\$ 75,442.68	\$ 75,435.00	\$ 81,468.00	
15	2. Shared Use Agreements				
16	Close up Foundation		2,350.00	20,000.00	
17	Committee of 100 shared use agreement	7,428.66	7,428.00	7,800.00	
18	Congressional Chorus	17,500.00	18,421.25	20,515.00	
19	Encore Chorale Agreement	7,800.00	7,380.00	8,250.00	
20	Table Church	34,125.00	29,100.00	37,180.00	
21	Washington Bach Consort	12,000.00	18,208.25	20,650.00	
22	Washington Hebrew Congregation	4,500.00		0.00	
23	Washington Chorus (separate from lease)		7,053.00	8,000.00	
24	Friday Morning music Club		1,950.00	3,150.00	
25	Total 2. Shared Use Agreements	\$ 83,353.66	\$ 91,890.50	\$ 125,545.00	

January 13, 2023

**First Congregational Church
2023 Proposed Budget**

		2022	2023	
		Adjusted budget	Actual	Proposed
				Comments
26	3. Occasional Use	50,000.00	60,090.91	45,000.00 2023 is lower because CloseUp Foundation moved to shared use
27	4. Parking space lease with LAZ	15,644.00	15,644.53	4,000.00 Lease ended April 30, 2022. 2023 amount = amount due church from Jan-April 2022.
28	Total C. Building use	\$ 224,440.34	\$ 243,060.94	\$ 256,013.00 Supports 30.5% of 2023 estimated spending
29	D. Transfers from Endowment Funds			
30	1. Transfer from Endowment Fund - Ops	164,600.00	164,600.00	167,300.00 3% of the average endowment fund balance over last 8 qtrs. Investments were up 11.4% in 2021 and down 15.8% in 2022
31	2. Transfer from Endowment Fund - Mission	8,000.00	8,000.00	0.00 Half of the earnings on the James and Miriam Ross bequest. Zero earnings assumed for 2022, so no income in 2023
32	Total D. Transfers from Endowment Funds	\$ 172,600.00	\$ 172,600.00	\$ 167,300.00 Supports 20.2% of estimated 2023 spending.
33	E. Transfer from Special Funds			
				0.00 To be determined depending on resulting deficit (line 216). "Special Funds" are the \$520,000 in bequests received since late 2019, which the church has not yet assigned to the endowment fund but kept available for operating expenses.
34	F. Contributions for Flowers	0.00	1,683.00	0.00
35	F. Second Sunday Offerings	12,500.00		12,500.00
36	a. JANUARY	0.00	1,165.00	0.00 In 2021 and 2022 For SURJ
37	b. FEBRUARY	0.00	1,381.00	0.00 In 2022 for Seabury and ThriveDC
38	c. MARCH	0.00	1,980.00	0.00 In 2021 and 2022 For UCC's OGHS
39	d. APRIL	0.00	1,065.75	0.00 2022 for Interfaith Power and Light
40	e. MAY	0.00	1,270.50	0.00 2022 for Poor People's Campaign
41	f. JUNE	0.00	1,390.00	0.00 2022 for Sasha Bruce Youthworks
42	g. JULY	0.00	935.00	0.00 2022 for UCC Strengthen the Church
43	h. AUGUST	0.00	1,100.00	0.00 2022 for Pathways to Housing
44	i. SEPTEMBER	0.00	305.00	0.00 2022 for Street Sense
45	j. OCTOBER	0.00	730.00	0.00 2021 and 2022 for UCC's NIIN
46	k. NOVEMBER	0.00	930.00	0.00 2022 for Faith UCC's Mobile Market
47	l. DECEMBER	0.00	935.00	0.00 2021 and 2022 for UCC's Christmas Fund
48	Total F. Second Sunday Offerings	\$ 12,500.00	\$ 13,187.25	\$ 12,500.00

First Congregational Church 2023 Proposed Budget

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January 13, 2023

**First Congregational Church
2023 Proposed Budget**

		2022	2023	
		Adjusted	Actual	Proposed
		budget		
				Comments
76	Achakzai family support	0.00	8,425.00	Expenses are same as income. \$8,134.54 unspent funds in 2022 moved to a reserve on balance sheet for use in subsequent years.
77	Special Funds for communication approved by Council		2,644.00	Same as above - \$2,644 unspent funds in 2022 moved to balance sheet
78	Total 7. Other special offerings	\$ 0.00	\$ 13,569.00	
79	Total A. BENEVOLENCE and SECOND SUNDAY	\$ 53,300.00	\$ 67,664.25	\$ 54,500.00
80	B. CAPITAL			
81	1. Major Repair & Repl.	40,000.00	18,004.05	15,000.00
82	2. Capital Replacement Reserve Funding	42,500.00	42,500.00	42,500.00
83	Total B. CAPITAL	\$ 82,500.00	\$ 60,504.05	\$ 57,500.00
84	C. FACILITIES			
85	1. FCC Share of Lincoln Properties Expense			
86	a. LPC Taxes & Insurance	0.00		
87	b. LPC Administrative Expense	1,137.00	1,184.03	1,000.00
88	c. LPC Utilities	62,911.00	86,103.83	80,000.00
89	d. LPC Repairs & Maintenance	38,905.00	40,249.78	45,000.00
90	e. LPC Management Fee	18,000.00	18,257.34	21,000.00
91	f. LPC Payroll	9,047.00	10,380.36	10,000.00
92	Total 1. FCC Share of Lincoln Prop. Exp.	\$ 130,000.00	\$ 156,175.34	\$ 157,000.00
93	3. Maintenance and Supplies not via LPC			
94	Audio Visual/IT Support	9,500.00	13,139.89	9,530.00
95	Consumable Maintenance Supplies	2,500.00	2,952.02	4,000.00
96	Equipment Maint not covered by LPC	1,500.00	3.17	2,000.00
97	Instrument Maintenance	3,650.00	4,301.29	4,400.00
98	Other Maint and Supp not via Lincoln Properties	1,300.00	3,224.51	2,500.00
				2023 includes \$2000 for annual steam cleaning of kitchen, carpet. 2022 includes \$2,250 plumbing repair in Dec.

2022 includes \$1,828.26 of 2021 exp paid in 2022. History, including sexton costs until April 2019, is: 2016 \$168k, 2017 \$138k, 2018 \$152k, 2019 \$160k, 2020 \$109k, 2021 \$125k, 2022 \$154k

January 13, 2023

**First Congregational Church
2023 Proposed Budget**

		2022	2023	
		Adjusted	Actual	Proposed
		budget		
99	Total 3. Maintenance and Supplies not via LPC	\$ 18,450.00	\$ 23,620.88	\$ 22,430.00
100	4. Event Space Marketing	690.00	612.50	690.00
101	5. Property and professional liability, umbrella	28,500.00	28,500.00	31,350.00
102	6. Facilities Commission	600.00	769.95	600.00
103	7. Occasional use coverage	8,000.00	18,888.50	19,000.00
104	Total C. FACILITIES	\$ 186,240.00	\$ 228,567.17	\$ 231,070.00
105	D. MINISTERIAL PROGRAM			
106	Senior Minister			
107	a. Salary, Housing Allowance, Soc Sec offset	94,043.00	93,903.93	99,686.00 40 hours/week. 4% increase 2022, 6% in 2023.
108	b. Health Stipend	14,794.00	14,742.77	16,037.00
109	c. Life and Disability Insurance	1,411.00	1,410.72	1,495.00
110	d. Pension	13,166.00	13,166.04	13,956.00
111	e. Continuing education	1,200.00	1,248.30	1,200.00
112	f. Reimbursable expenses	2,650.00	2,515.13	2,650.00
113	Total Senior Minister	\$ 127,264.00	\$ 126,986.89	\$ 135,024.00
114	Guest Preachers	3,500.00	3,050.00	3,500.00
115	Pastor's Discretionary	1,000.00	959.52	1,000.00
116	Total D. MINISTERIAL PROGRAM	\$ 131,764.00	\$ 130,996.41	\$ 139,524.00
117	E. PARISH			
118	Care of Parish	3,480.00	1,388.86	1,500.00
119	Child Care			
120	a. Child Care Workers	1,664.00		5,200.00 From CE: 11 months, 3 hours per Sunday, 2 staff members per Sunday, \$18 per hour.
121	b. Child Care Workers payroll tax expense	127.77		397.80
122	Total Child Care	\$ 1,791.77	\$ 0.00	\$ 5,597.80
123	Christian Education			
124	a. Christian Education Commission	1,800.00	2,318.12	1,800.00
125	b. Youth Service Project Expenses	2,200.00	344.34	2,200.00

January 13, 2023

**First Congregational Church
2023 Proposed Budget**

		2022	2023	
		Adjusted	Actual	Proposed
		budget		
				Comments
126	c. Associate Minister			
127	A. Assoc. Salary	59,905.00	59,852.83	63,500.00 30 hours/week. 4% increase in 2022. 6% in 2023
128	D. Assoc. Health Stipend	5,808.00	5,699.42	6,071.00
129	E. Assoc. disability insurance	899.00	898.68	952.00
130	F. Retirement benefit	5,991.00	5,990.52	6,350.00
131	G. Assoc. Professional Development	250.00		250.00
132	Total c. Associate Minister	\$ 72,853.00	\$ 72,441.45	\$ 77,123.00
133	Total Christian Education	\$ 76,853.00	\$ 75,103.91	\$ 81,123.00
134	Conf. & Mtg. Expenses	700.00	130.00	700.00
135	Contingency	2,000.00	2,028.20	2,000.00
136	Finance		11.99	
137	Flowers	0.00	1,229.38	0.00
138	Director of Music Ministry			
139	a. Director Salary	22,154.00	21,606.00	39,750.00 18 hours/week. Started May 25. Est = 58% of 2022. 6% increase in 2023
140	b. Director Payroll Taxes	1,695.00	1,727.38	3,041.00
141	c. Director Health Stipend	1,006.00	974.17	1,739.00
142	d. Director Retirement benefit	1,108.00	1,092.00	1,395.00
143	e. Director disability insurance		234.00	600.00
144	f. Director Prof. Dev.	300.00	350.00	300.00
145	Total Director OF Music Ministry	\$ 26,263.00	\$ 25,983.55	\$ 46,825.00
146	Music post June 2021 - May 2022			
147	Search committee	30.00	29.23	
148	Substitutes	8,875.00	9,175.00	
149	Total Music post June 2021 - May 2022	\$ 8,905.00	\$ 9,204.23	
150	Office			
151	Accounting System	2,500.00	2,369.16	2,500.00
152	Bank Charges	750.00	240.52	250.00

January 13, 2023

**First Congregational Church
2023 Proposed Budget**

		2022	2023	
		Adjusted	Actual	Proposed
		budget		
				Comments
153	Giving Fees	2,400.00	2,492.17	2,400.00
154	Internet and Cable - monthly	2,500.00	2,448.68	2,500.00
155	Licenses and Fees	180.00	188.00	180.00
156	Office equipment maintenance	5,000.00	7,569.46	6,300.00
157	Postage	500.00	74.10	550.00
158	Printing & Office Supplies	3,000.00	2,965.17	3,000.00
159	Telephone - monthly	2,160.00	2,412.57	2,200.00
160	Workers Compensation Insurance	1,676.00	1,718.00	2,195.00
161	Total Office	\$ 20,666.00	\$ 22,477.83	\$ 22,075.00
162	Office and Building Staff			
163	Building Manager			
164	A. Building Manager salary	64,235.00	62,906.88	63,829.00 30 hours/week. 4% increase in 2022. 6% increase in 2023.
165	B. Building Manager payroll tax expense	4,914.00	4,773.36	4,883.00
166	C. Building Manager insurance	9,648.00	9,648.00	10,476.00
167	D. Building Manager Retirement benefit	2,248.00	2,107.56	2,234.00
168	E. Building Manager disability insurance	964.00	903.24	957.00
169	F. Professional Development	250.00	316.94	250.00
170	Total Building Manager	\$ 82,259.00	\$ 80,655.98	\$ 82,629.00
171	Office Assistant			
172	A. Office Assistant salary	25,500.00	21,019.00	26,280 2022: reflects last check on Sep 28. 2023: 22 hours/week, \$20/hour for new admin asst plus \$3,400 perm hire fee to agency, if we use them. Delay in hiring temp will increase temp coverage.
173	B. Office Assistant payroll tax expense	1,951.00	1,852.32	1,750
174	C. Office Assistant Health Stipend	4,020.00	3,247.02	4,203
175	D. Office Assistant Retirement Expense	893.00	871.13	801
176	E. Office Assistant disability insurance	393.00	346.06	343
177	F. Professional Development	250.00		250
178	G. Vacation/Temp Coverage	1,200.00	5,501.25	2,955 2022: coverage through Dec. 2023 includes \$1755 for 4 invoices covering Dec but paid in Jan

January 13, 2023

**First Congregational Church
2023 Proposed Budget**

		2022	Actual	2023	Comments
		Adjusted budget		Proposed	
179	Total Office Assistant	\$ 34,197.00	\$ 32,836.78	\$ 36,582	
180	Sexton				
181	A. Sexton salary	32,900.00	33,919.43	34,863.00	37 hours/week. 2022: \$17.10/hour (pegged to \$17.95 union rate with some adjustments). 6% increase in 2023.
182	B. Sexton payroll tax expense	2,517.00	3,017.58	2,667.00	
183	C. Sexton Health Stipend	5,592.00	5,526.08	5,842.00	
184	D. Sexton retirement expense	1,152.00	1,151.52	1,220.00	
185	E. Sexton disability insurance	494.00	493.56	523.00	
186	Total Sexton	\$ 42,655.00	\$ 44,108.17	\$ 45,115.00	
187	Total Office and Building Staff	\$ 159,111.00	\$ 157,600.93	\$ 164,326.00	
188	Outreach and Membership Commission				
189	Outreach and Membership	1,000.00	1,168.29	1,910.00	
190	Total Outreach and Membership Commission	\$ 1,000.00	\$ 1,168.29	\$ 1,910.00	
191	Pathways Sunday Support	2,300.00	1,078.72	2,600.00	
192	Publicity				
193	Public Visibility	0.00		0.00	
194	Website	200.00		200.00	
195	Total Publicity	\$ 200.00	\$ 0.00	\$ 200.00	
196	Social Action Commission				
197	A. Social Action and Awareness	500.00	167.05	500.00	
198	B. Justice & Witness/Anti Racism Group	2,250.00	0.00	2,250.00	
199			6,200.00	5,800.00	FYI only, not included in total - amount of Ruth Shinn + family bequest used for racial justice activities.
200	C. Sanctuary Task Force	1,550.00	125.00	1,550.00	
201	D. Drop in Center				
202	1. Social Action Contractor	6,000.00	6,000.00	6,360.00	Reflects 6% increase in 2023.
203	2. Drop In Center Supplies	900.00	28.50	900.00	
204	Total D. Drop in Center	\$ 6,900.00	\$ 6,028.50	\$ 7,260.00	

January 13, 2023

**First Congregational Church
2023 Proposed Budget**

		2022	2023	
		Adjusted	Actual	Proposed
		budget		
205	Total Social Action Commission	\$ 11,200.00	\$ 6,320.55	\$ 11,560.00
206	Worship Commission			
207	A. Music - Contract Musicians	1,500.00	1,650.00	3,200.00
208	B. Music - AV support for choir on zoom	1,550.00	90.00	0.00
209	C. Music - Vacation Organist	1,000.00	750.00	1,000.00
210	D. Music Supplies	1,400.00	1,476.28	1,500.00
211	E. Worship Supplies	1,000.00	972.14	1,250.00
212	E. Member Ordination Support	1,000.00		500.00
213	Total Worship Commission	\$ 7,450.00	\$ 4,938.42	\$ 7,450.00
214	Total E. PARISH	\$ 321,919.77	\$ 308,664.86	\$ 347,866.80
215	Total GENERAL EXPENSES	\$ 775,723.77	\$ 796,396.74	\$ 830,460.80
216	Net Operating Income	(44,283.43)	(35,977.03)	(73,297.80)
217	2021, 2022, and 2023 balanced using some of \$520,000 in bequests since late 2019.		35,977.03	73,297.80
218	Total from Marlene and Ralph Ross bequest over 2021-2023			200,878.68

STATEMENTS OF FAITH, VISION, 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

Approved January 31, 2016

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 backgrounds. 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.

Statement on Becoming an Anti-Racist Church

Adopted May 23, 2021

Introduction

Our nation was founded on a contradiction. Our founders sought and proclaimed personal and religious liberty, but pursued their claims through actions rooted in the original sins of colonialism and slavery. Believing themselves superior to the darker-skinned peoples of other continents, our European ancestors took the lands of the Americas from their indigenous occupants and enslaved the peoples of Africa to aid in this conquest. Slowly over the past two centuries — through abolition, recognition of Native American rights, and the civil rights movement — our country has made strides to undo that founding contradiction and to extend the principles

of liberty to all. But recent social and political events remind us that the legacy of white supremacy and racism remains entrenched in the economic and social fabric of our nation and in our governing institutions.

Our Church shares in this legacy. We were founded in 1865 by abolitionists, who also helped to create Howard University. Our Church was one of the first racially integrated churches in the District. But our building also stands on the ancestral lands of the Anacostan/Nacotchtank peoples of the Piscataway Conoy Tribe, "the people where the rivers blend." And the same land was used as a plantation worked by enslaved people. Some of the abolitionists who founded our church opposed an integrated communion table, resulting in a major split within the congregation four years after its founding. In the century and a half that followed, our attention to the presence of racism both in our church and wider community has been uneven. We are alerted by current events of the need to be more steadfast and proactive in our response to the enduring injustice of systemic racism.

Scripture teaches that all humans are created in God's image, worthy of freedom and well-being. We are followers of Jesus, who fiercely defended the oppressed. The Rev. Dr. James Hal Cone, the father of Black liberation theology, revealed to us that Jesus was, of course, the Son of the God of the Oppressed. Our history and our faith call us to renew and strengthen our commitment to eliminate racism. We acknowledge our failings both personal and collective, and rely on the promise of forgiveness, so that we are not bound by our failures but set free to act justly. In the words of our Covenant, we seek to 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.

Commitment

1. Acknowledging that systemic racism and subconscious bias burdens every part of our lives, the members of First Congregational United Church of Christ in Washington, DC (First Church) hereby declare that we are committed to identifying the presence of such racism in ourselves, in our congregation, and in the wider world, and to uprooting it with our whole hearts and minds.

2. We desire as a church to live out our faith through witness and action, to affirm the humanity of and advocate with those who are systematically oppressed in social, economic, and political ways due to their racial identity. We acknowledge that to live into this commitment, we must first listen and hear oppressed people when they speak up—including when they directly challenge white privilege—before we respond. This is fundamental to being anti-racist.

3. We desire as a church to be an anti-racist congregation that confronts racial injustice. We acknowledge the reality of white privilege and the benefits that many of us have received from that privilege. We strive to turn that privilege against itself, to use the resources and opportunities that many of us have acquired through such privilege to combat systemic behaviors and institutional practices that perpetuate racial injustice and oppression. This includes confronting how Christianity itself was manipulated to perpetuate white supremacy and how our congregation benefited from white privilege.

4. We are a church family bound together by our Covenant, not by any creed or any political dogma. We are all God's children. Like all children, each one is unique. We might not all call God the same name, and we bring a variety of opinions and perspectives to the table. So, we must work toward ways to respond to systemic oppression and racial injustice that carefully consider and reflect a myriad of opinions. We will center the voices of those enduring

systemic oppression/racism and racial injustice.

5. As we discern ways to be anti-racist and policies to combat systemic racism, we acknowledge the need to proceed with a thoughtful urgency. Deliberations that merely delay necessary reforms serve only to perpetuate injustice.

Call for Advocacy

The Church hereby directs Council to appoint an Anti-Racism Committee to assist the congregation in living into our calling to the work of racial justice. The Church authorizes and directs the Committee to assist the Church in carrying out the First Church Comprehensive Plan to Dismantle Racism (a working document adopted by the Church Council in 2020 to deepen our inner work, attend to the structures and practice at First Church, and strive to dismantle racism in the wider world). The committee would also coordinate implementation of recommendations from the racial justice audit.

In accordance with our Policy on Social Action Advocacy (adopted in November 2020), the Church also authorizes and directs the Anti-Racism Committee, as an ad hoc committee of the Social Action and Awareness Commission, and under the guidance of the Senior Minister, to work in partnership with the United Church of Christ, the Potomac Association of the Central Atlantic Conference, and other churches and partner organizations to advocate for federal, state, and local laws and regulations to confront and remedy systemic racism (and to oppose any contrary efforts). Such advocacy work may include work to support:

- voting laws that help ensure equal access to the ballot box;
- housing policies that limit displacement of long-term residents from gentrification and that promote residential desegregation;
- policing policies that assure true, just, and compassionate public safety for all;

- criminal justice reforms that confront inequities in legal representation, arrest, and incarceration rates, and that seek to prevent gun violence that disproportionately impacts communities of color;
- education policies that reduce inequities in access to all levels of education;
- economic policies that provide for greater investment and job opportunities in low income and distressed communities;
- health-care policies that address racial disparities in access to quality health care;
- environmental-justice policies aimed at reducing pollution impacts from industrial and municipal facilities disproportionately sited in low-income communities; and
- efforts to attain DC statehood (to provide self-government and representation in national government to the residents of our city, the majority of whom are African American or members of other racial or ethnic minorities).

Prepared and submitted by the Anti-Racism Task Force (2021) (Rev. Jason Carson Wilson, Diane Brennehan, Rev. Karen Byrne, Kim Darling, Lucille Dickinson, Rev. Laura Johnson, Jessica Prentice, LaTayna Purnell, Janneke Ratcliffe, Gail Sonnemann, and Priscilla Waters.

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

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

- Explore how to engage in our historical commitment to the most vulnerable on the streets of DC.
- Choose to explore a contemporary social concern that connects locally, nationally, globally and with the wider UCC – to be a prophetic voice.
- Strengthen our collaboration, relationships, and connections with other organizations in the District through 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.

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

Relationships and Communications

- 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.
- 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.

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.

MINUTES FROM PRIOR MEETINGS

MINUTES OF THE ANNUAL CONGREGATIONAL MEETING: JANUARY 23, 2022

At 11:43 a.m. on January 23, 2022, after worship, Moderator John Smeltzer convened us as a Congregation (via Zoom), there being more than a quorum of members present. Rev. Sam gathered us in prayer.

Rev. Amanda encouraged us to read her more detailed annual written report and delivered loving remarks. She feels the power of the Congregation in the sanctuary. She is looking forward to being together in person in 2022. She recognizes there is a lot of work involved in putting together a hybrid service and she is grateful for all those who make this possible. She is also grateful for the hard work that we are doing on the Racial Justice Audit. Our work is not done, but we are moving forward.

The minutes from the 2021 Spring and Fall Meetings were approved unanimously.

NEW DIRECTOR OF MUSIC MINISTRY

Marian Drake, Chair of the search committee, shared with us the recommendation of the Committee and on the motion of Council, the Congregation voted unanimously to hire Leela Koilpillai to be our next Director of Music Ministry. Leela is a classically trained pianist, organist, and vocalist. She is an experienced choral director in both church and school settings, and has led groups of different musical styles, including jazz and gospel. She has served as director of music at several churches in northern Virginia and Maine, directed choirs in the Fairfax County School system, and taught voice lessons in her own studio. In the 1990s, she sang in the Washington Opera chorus. Most recently, she served as the artistic director for a small choir in Portland, Maine while also serving as a music director in a nearby UCC church. Leela's anticipated start date is February 15, 2022. We are very excited to have her join our leadership team!

APPROVAL OF 2022 BUDGET

Following a report by Treasurer David Greer on the final numbers for income and expenses in 2021 and the proposed budget for 2022, we voted unanimously to approve the 2022 budget as presented, with an upward adjustment to reflect a new 2022 pledge total. Thanks to a robust pledge campaign led by Jean Alexander and Nick McConnell, we achieved our pledge goal of \$294,000, a significant increase over the 2021 pledge total of \$283,982. The 2022 budget includes: a 4% increase in pay for our ministers, building manager, and administrative assistant; an increase in pay for our sexton to bring her compensation in line with a service workers' union contract; the negotiated salary for our new Director of Music Ministry; and funding to continue all programming and mission work at present levels. We remain in an extended period of "resetting" the Church for growth within our new building and now with settled leadership. The global pandemic and years of virtual gathering struck a substantial blow to these efforts, including by substantially reducing building income. Consequently, we have operated for several years with a significant annual deficit, which we have covered with special reserved funds from recent bequests. The 2022 budget includes a deficit of \$85,825, down from \$91,595 in 2021. We are fortunate as a Church to have a substantial endowment and reserved funds that have enabled us to weather the storms of COVID-19 and to invest in our future. The 2022 budget reflects our continuing commitment to service and mission at and from 10th & G in downtown DC, our confidence in our leadership, and our belief in our future.

ELECTION OF OFFICERS, COUNCIL AND COMMISSIONS

Finally, we voted unanimously to approve the slate of officers, Council members, and Commission members for 2022 presented by this year's nominating committee (Susan Anderson, Karen Byrne, and Anne Mascolino). The complete slate is available in the 2021 Annual Report. We welcome all new and returning volunteers for 2022. This year's officers are:

Susan Anderson, Moderator
Andrew Hamilton, Assistant Moderator
Diane Brenneman, Clerk (returning)
Lucille Dickinson, Treasurer

CLOSING REMARKS AND PRAYER

John Smeltzer delivered his closing remarks as outgoing Moderator by graciously saying thank you to all who are serving in the many roles that are vital to the continuing work and mission of the Church. Rev. Amanda offered the closing prayer. Some participants then proceeded to Zoom Breakout meetings with their Commissions.

The meeting was adjourned at 1:04 pm.

Minutes prepared by Diane Brenneman, Clerk, who was greatly assisted by John Smeltzer's summary Report for Gabriel's Horn. Thank you.

MINUTES OF THE SPRING CONGREGATIONAL MEETING: MAY 22, 2022

The Spring Congregational Meeting was called to order by Moderator Susan Anderson at 11:50 a.m. following our worship service. Continuing in hybrid mode, there were approximately 35 persons in attendance counting both in person and online, below the number required for a quorum. Susan welcomed those present and reminded all to spread the word that attendance and input at our three yearly Congregational meetings allow us to determine how we live our faith and enact the policies to make this happen.

Rev. Amanda reported she was grateful for all the work of staff members Byron, Trista, Ines and Sam and also for the work of our Moderator Susan and Assistant Moderator Andrew. The Antiracism Committee's Lenten books project had 40 persons engaged who were appreciative of the time spent reading and discussing the books with each other. The Committee currently is fielding proposals from consultants to have in place, by 2023, anti-racist training for our leaders, staff and teachers.

Amanda also reported that the Church building has a great air cleaning system, all the staff is vaccinated, and all the church members are good at masking and very conscientious about COVID-19 precautions and protocol. There has been a decline in available metrics from government sources, which makes it difficult to gauge the risk. The task force will continue to advise and listen to suggestions, so that adjustments can be made.

Lucille provided the Treasurer's report. She emphasized the Church's resources and investments were designed for ups and downs in the markets such as this and that the budget continues to cover expenses and repairs. All those present unanimously supported the overview of the budget as stated.

Susan asked each Commission to share what they have done and still need to do in regard to the Racial Justice Audit:

Council: Provide anti-racist training; process nomination forms earlier so there is time for discussion to stir up interest in positions that serve the church; update the safe church policy and include racial justice focus; begin a multi-year project to look at our governing structure.

Christian Education: Looking forward to anti-racist training; Spring and Summer, looking at the Poor People's Campaign to learn from.

Facilities: How to better utilize buying power; reach out to minority vendors; making building more accessible.

Finance: Looking at banks with diverse ownership and involvement in the community; be more transparent in reports to the Congregation.

Outreach & Membership: Emphasizing follow-up is key and everyone's responsibility.

SAAC: Hosting Poor Peoples March in June; July, and August reach out to Sasha Bruce, Pathways, and Street Sense.

Worship: Embodying Faith (Faces of our Faith) on a regular basis.

Susan announced that Anne Mascolino and Peter Gerlach were approved as new members of the Finance Commission; Alisa Tanaka-Dodge was approved as a new member for the Worship Commission.

Susan thanked all of the Commissions for their reports and work. Amanda closed the meeting with a prayer.

The meeting was adjourned at 12:55 pm.

Minutes prepared by Diane Brenneman, Clerk.

MINUTES OF THE FALL CONGREGATIONAL MEETING: OCTOBER 23, 2022

Welcome by Moderator Susan Anderson. The meeting was convened as a hybrid meeting of in-person and by Zoom at 11:50 a.m.

Susan provided an update on modifications to the COVID Safety Plan guidelines that will be submitted to Council at its November meeting for approval.

There is an Administrative Assistant vacancy. Right now, Amanda is very happy with the temps who are working with us and the assistance from Lucille, Alyx Cheng, and others who have been willing to help look for full-time staff. There is no hurry or deadline on this so we will continue with temps for as long as we need to find a candidate who is a wonderful fit for our congregation.

The Assistant Moderator, Andrew Hamilton, presented the names of the Nominating Committee for 2023, which consists of Andrew Hamilton, Kristy Goodfellow Mills, and Peter Tracey. All of those present both on Zoom and in the sanctuary unanimously approved the motion put forward by the moderator. However, there being fewer than 41 persons present, there was not a quorum of members. Therefore, the vote is recorded as the unanimous sense of those of the Congregation who were present.

Rev. Amanda provided an update on the Racial Justice Audit. As a result of the Audit, we learned we need to weave racial justice into all the things we organize as an institution so that it is the lens through which we do all of our ministry. The place we found that lens lacking was at the structural level. One of the things we have been doing this past year: we have asked commissions to keep the Audit as a standing agenda item. Every month they come together, they are mindful of the goals they set for themselves for racial justice. Another place where we have brought in this lens of racial justice is in our staff meetings, reviews and evaluations where the standing question we ask each staff member is to reflect on their area of responsibility or ministry through this lens as they cooperate and work together with each other and with commissions. All commissions will include this in their annual report. Then every year we can hear from commissions: what have you done to achieve your goals, or change your goals, or review your goals as you constantly work through this lens of racial justice.

One of the most important things we have been doing in the Antiracist Committee and Council is seeking out consultants who will work with us in 2023 because we feel it

is important for all of our leadership, folks who are serving on Council, staff members, to be trained in anti-racism. This consultant would be somebody who offers that training in 2023, probably in February/March time frame. We received four proposals, we narrowed that down to two; we interviewed those consultants, and we selected the Rev. LaShauna Austria as our consultant. Rev. LaShauna Austria is a founder and director of Seeds of Change. She's going to be with us today (by Zoom).

Rev. LaShauna shared briefly her background and how she began her consultancy that focuses on racial justice and food justice from her farm in North Carolina, where she grows and cooks wonderful okra. Amanda had met Rev. LaShauna on a call of Sacred Conversations to End Racism, the UCC training with Dr. Velda Love that Amanda and several members of First Church have participated in. Written in Rev. LaShauna's plan is not only the training, but steps to effectively roll that into communities of practice (or small groups), to remain accountable to this work, to continue this work, and make it sustainable beyond the training. There were no questions from the attendees and Amanda thanked her for her appearance with us.

Susan continued with the agenda. Part of the Racial Justice Audit focused on the structure of the Church. The Council appointed a By-Laws Committee that will be made up of Ann Bushmiller, Andrew Hamilton, Diane Brenneman, and Lucille Dickinson. They will undertake a long-term project for at least one year, possibly longer. They will go through the By-laws, update them functionally, and look at our whole Church structure. Susan pointed out that this is just the beginning but wanted the community to know.

Another step is a Safe Church Policy. Coming out of the Racial Justice Audit, we decided to do this in two parts. We started with being safe in our building, being safe in Christian education for youth in our facilities with protection from sexual harassment, abuse, and other misconduct by persons in church that will not be tolerated. This has been drafted by Amanda and John Smeltzer, paying close attention to what materials have been provided by the UCC and our own church materials. Susan is very grateful for and proud of what Amanda and John created. It now is in committee for review. There will be more on that at the January Congregational Annual Meeting. Next year, the second part of the Safe Church Policy will focus on microaggressions.

Questions from Zoom participants relayed by Abigail:

Will there be opportunities for the Congregation to weigh in on suggestions for changes in the By-laws? Yes, probably several opportunities in large and small groups.

When will we see a new COVID policy? A draft has been formulated that is more a set of guidelines that can be flexible. It has been sent to Council for its November meeting.

Can members give inputs to the COVID Safety Plan? Yes. The Committee welcomes suggestions and looks forward to making monthly changes as appropriate.

Rev. Amanda's Minister's Report: Thinking about what to say today, she remembered that last year at this time the meeting called for a vote and she is so very grateful we entrusted her to be our Settled Senior Minister. It was an overwhelmingly beautiful

meeting for her at that time. As she looks over the last year and all that we have done together, she celebrates it. She celebrates the installation service in the Spring that brought so many local UCC clergy and friends of the congregation into this space, even though we had had to postpone the service, it was absolutely a highlight for her; then we were blessed to welcome Leela, after months of praying for and with Leela while she was in India by her father's bedside in his final weeks. She knows Leela is so grateful for all of our prayers and then she came here and we were able to embrace her and receive her gifts, such as what we just experienced in worship today, is just a testament to the depth of spirit from which Leela leads, the quality of music that she calls forth as an expert choir director in our midst, and so Amanda is so excited about her ministry and all that she is going to continue to do especially as we look forward to the holy season of Advent and Christmas Eve which Amanda hopes and prays is going to be very different from any other Christmas Eve service we have ever done since Amanda arrived.

Amanda looked back to June and the ways that we gathered in this space, UCC leaders from all over the country for the Poor People's March on Washington, as we stood with the most impacted people in order to impact policy in order to take our faith into the streets, in order to show forth the kind of justice for which the UCC is known; that was such a powerful experience; what a joy that we got to host the whole of the United Church of Christ here, in this space, and bless everyone on their journey out into the streets, that was a huge highlight.

This Fall we had a wonderful Homecoming Service and she is grateful to say that every Sunday we have had a critical mass of members in the sanctuary. Amanda can't begin to tell you all what it means to Rev. Sam, to her, to Leela, when you worship with us in person. She thanked those of you who have endeavored to do so and those online as well. She wakes up every morning grateful for this community, excited and eager to collaborate with all of you, and so grateful for the trust you have placed in her.

This is a challenging time to be the Church, as churches all over the country are facing similar times. Not all of us have been able to get as many folks back in the door that we hoped for, especially young families with children; some have experienced that folks we expected to walk back in the doors have not, and we grieve the loss of those members and friends. In many places folks are back, but not ready to commit to volunteer roles. And of course we are well aware of the economic situation we find ourselves in and the ways that this impacts church people who are concerned about making ends meet or aware that inflation has increased our expenses; we're aware there is a need for a justice focus to provide COLA to staff members so they can pay their bills and meet their growing expenses; for those of us blessed and privileged to have an endowment, those numbers are down. Churches all across the country are feeling the pinch right now. We are not alone in the challenges that we face. We are going to speak about our budget, in a minute, but Amanda wanted to share with you this year that she will be increasing her pledge. She knows that not everyone is able to do that. This is a time to invest in the fullness of our programming, it's a time to take a leap of faith. The structural challenges we face with our budget are not going to be

solved in a year. they are only going to be solved with all hands on deck over the course of several years. That's the situation as it exists. But Amanda loves this season of stewardship in part because giving is a spiritual practice and it invites us to align our most deeply held values with the way we show up in church and in the world. And she can tell you it feels really good when you bring your finances in greater alignment with your values, with what you hold dear, and this church is so worthy of that investment. So she invites you to discern what you give, to think about that alignment as a spiritual practice.

Amanda closed her report with many "thank yous." Because all the celebrations she named would not be possible without the people who labor, day in and day out. Our Commissions, our tremendous Council, so ably led by our moderator Susan Anderson, our Assistant Moderator Andrew Hamilton. Unless you have been a moderator, and there are a select few in this room, you don't know the amount of time and energy they give to this organization. She is humbled by it; it has been such a joy to collaborate with them. And she thanked our staff. Our contract staff, Kemmesha Thomas, who shows up nearly every Sunday with a smile on her face and engages with the most vulnerable residents of DC, meeting them at their needs, whether it is some food to take with them or connection to services they may need, and being welcomed with great hospitality into our service. She is grateful for Jarred Bowman, our Drop-In Center coordinator who builds such rapport that our drop in center has new life this fall that it hasn't had since before COVID. He does this work with incredible compassion, he shares our values, he is extraordinary. She is grateful for Ines, who cleans this building; it is a job for which she is not often thanked; and it is through her labors that we have such a beautiful space that so many wish to use. She also wants to thank Byron, who recently shared how he figured a way to show different colors in the light box to color coordinate with various holidays and remembrances in our community. Amanda is so thankful for that, but she also wants to share that Byron has single-handedly increased our space use rentals to where they were at before the COVID level that has impacted our budget but also is in keeping with our values; we have so many extraordinary artists using this space right now. She thanked Leela who enriches our worship service, calling forth the gift that already exists among us. She thanked Rev. Sam, her partner in ministry. Sam's kindness and compassion allows him to so faithfully serve our very youngest members all the way to our oldest members. To know Sam is to know someone who consistently goes the second mile even when he doesn't know how many will show up for Sunday school or a youth activity he's planning, but for Sam wherever two or three are gathered, there he brings the whole of his self, of his heart, of his integrity and authenticity. And she thanked God who has gathered all of us in this space to create relationships that are so rich.

Rev. Sam: He is grateful for the Church and Amanda and the staff. He is also very grateful for all of the church members who help in amazing CE curriculum for Sunday school and planning a return of the nursery; for the older youth who are willing to explore new ideas and experiences to go beyond their own world and to understand the perspectives of immigrants through volunteering at welcoming centers; for the young adults who have become such a welcoming group for many others exploring church in our city.

Allison Truhlar: Reported that Council unanimously approved a motion from Finance to allow Rev. Amanda to have access to the confidential financial records of giving. UCC has determined this to be a Best Practice for Senior Ministers and congregations. A recent study has shown that congregations that adopt this practice have experienced increased giving in their annual pledges.

Lucille presented the draft of the 2023 budget by handouts which will be voted on at the Annual Congregational Meeting in January. As to the investment report, we are all in the same boat. The investments by September had dropped 20%, but on September 30 gained 1.5%. However, the Investment Committee doesn't believe there is any need to adjust the diversity of the portfolio at this time.

On the summary projections for 2023, the good news is the building revenue is coming back up as the pandemic recedes. There may be a slight decrease in the endowment transfer amount due to the market activity. The biggest expenditure is staff. There was a 4% increase in COLA for 2022 and a 6% increase proposed in 2023. Inflation is still 8%. A current study of churches showed a payout for COLA between 4% and 6% so we are on the higher end. After all of the expenses, we're expecting a deficit of \$72,000.00 for 2023. Fortunate to have received in 2019 a \$500,000 bequest some of which was used to cover the deficits in the 2021 and 2022 budgets and now for the 2023 deficit. Lucille wants us to keep in mind that 2023 is the first time we will have a full staff, so these expenses provide a clearer picture of the budget required for a fully staffed church year.

Susan gave a big thanks and shout out for Lucille and her steadfast work on the budget. Rev. Amanda is also so grateful to Lucille for bringing such clarity to the budget and being able to explain all of the moving parts in lay language. The purpose of the narrative budget is to let us know how we really are living our values in our community. This year for the first time there will be a place on your pledge card to say how you would like to also spend your time, talent, and testimony for the Church.

Rev. Amanda then closed the meeting with a prayer. The meeting adjourned at 12:53 p.m.

Prepared by Diane Brenneman, Clerk.

THIS YEAR'S THANKS GO TO:

2022 Church Council

Susan Anderson (Moderator)
Andrew Hamilton (Asst. Moderator)
Lucille Dickinson (Treasurer)
Diane Brenneman (Clerk)

At-large members:

Jessica Prentice
Dwan Reece

Commission Representatives:

Care of Parish: Lindsay Swisher
Christian Education: Ann Bushmiller
Facilities: Kristy Goodfellow Mills
Finance: Allison Truhlar
Outreach & Membership: Ellen Bushmiller
Social Action: Rev. Jason Carson Wilson
Worship: Chris Byrne

Ministerial Relations Team

Susan Anderson (Moderator)
Andrew Hamilton (Assistant Moderator)
Kim Darling (Personnel)
John Smeltzer

Nominating Committee

Andrew Hamilton (Assistant Moderator)
Kristy Goodfellow Mills
Peter Tracey

Personnel Committee

Kim Darling (chair)

Care of Parish Commission

Mark Jensen (chair)
Rose Berman
Jamey Moore
David Greer
Lindsay Swisher

Christian Education Commission

Anna Kiss (chair)
Ann Bushmiller

Patrick Darling-LaGamma
Elise Villemetz
Rev. Sam McFerran (staff)

Adult Education & Formation Working Group

Karen Byrne (chair)
Peter Byrne
Andrew Hamilton
Emily Laing
John Smeltzer

Facilities Commission

Kim Darling (chair)
Nora Marsh
Kristy Goodfellow Mills
Peter Tracey
Byron Adams (staff)

Finance Commission

Nan McConnell (chair)
Peter Gerlach-Mack
Anne Mascolino
Allison Truhlar

Stewardship Co-Chairs

Rev. Jean Alexander
Nick McConnell

Investment Commission

Ann Bushmiller
Lucille Dickinson, Treasurer
Nan McConnell, Finance
Karen Pence, Advisor
Peter Tracey

Assistant Treasurers

Lucille Dickinson (pledges, deposits)
Polly Gordon (payables)
Nora Marsh (payroll, reconciliation)
Karen Pence (investments)

Outreach & Membership Commission

Fredda Sparks (chair)
Grace Bassler
Ellen Bushmiller
Moir Jones
Mike Zawada

Ushers

Rev. Jean Alexander
Susan Anderson
Grace Bassler
Ann Bushmiller
Ellen Bushmiller
Karen Byrne
Peter Byrne
Kim Darling
Joseph Darling-LaGamma
Patrick Darling-LaGamma
Lucille Dickinson
David Greer
Rev. Laura Johnson
Moir Jones
Matthew LaGamma
Meg Maguire
Nora Marsh
Anne Mascolino
Nan McConnell
Nick McConnell
Dale Ostrander
Sandy Sorensen
Fredda Sparks
Mike Zawada

Social Action & Awareness Commission

Rev. Jason Carson Wilson (chair)
Mary Alice Ball
Michael Hopkins
Janneke Radcliffe
Susan Saudek
Gail Sonnemann

Sanctuary Committee

Susan Saudek (chair)
Cynthia Hobbs
Jamey Moore

Peter Tracey
Lindsay Swisher
Joe Mills

Anti-Racism Committee

Diane Brennemann
Rev. Jason Carson Wilson
Lucille Dickinson
Kim Darling
Lynaya Morris
Jessica Prentice
LaTayna Purnell
Janneke Ratcliffe
Rev. Amanda Hendler-Voss (staff)

Drop-In Center for Homeless Youth Volunteers

Janneke Ratcliffe, scheduler
Rev. Jean Alexander
Susan Anderson
Diane Brennemann
Kim Darling
Marian Drake
Polly Gordon
David Greer
Nan McConnell
Joe Mills
Gail Sonnemann
Jarred Bowman, DIC Coordinator
Rev. Amanda Hendler-Voss (staff)

Representatives & Volunteers

Washington Interfaith Network:
Gail Sonnemann
Shaw Community: Dale Ostrander
(board member)
Potomac Association Justice & Witness:
Michael Hopkins (rep), Lucille Dickinson
(vol)

Air Quality Study Team

Joseph Darling-LaGamma
Kim Darling
Hilary Oat-Judge
Allison Truhlar

Worship Commission

Lynaya Morris, chair (Jan – May)
Alisa Tanaka-Dodge, chair (June – Dec)
Chris Byrne
Mary Hayes
Rev. David Lindsey
Leela Koilpillai (staff)
Rev. Sam McFerran (staff)
Rev. Amanda Hendler-Voss (staff)

Vocalists

Abigail Cipparone
Marian Drake
Polly Gordon
Judith Gray
Andrew Hamilton
Moir Jones
Rev. David Lindsey
Nora Marsh
Eric Olson
Robin Olson
Dwan Reece
Ron Yoder
Deep River Quartet: Judith Gray,
Burt Ifill, Moira Jones, Nora Marsh

Instrumentalists

Miyako Dodge, cello
Diane Brenneman, guitar
Andrew Hamilton, guitar
Mary Hayes, violin
Michael Hopkins, percussion
Katie Koza, violin
Rev. David Lindsey, guitar
Hannah Long-Higgins, cello
Eric Olson, piano
The Gabrieli Quintet: Paul Weiss, Isaac
Roberts, Jeff Tucker, John Norden, Robin
Olson

Guest Pianists

Karen Bartman
Catherine Pruett
Dennis Turner

Guest Choir Director

Polly Gordon (Feb-May)

Choir Members

Rev. Jean Alexander
Diane Brenneman
Abigail Cipparone
Lucille Dickinson
Marian Drake
Polly Gordon
Mary Hayes
Moir Jones
Nora Marsh
Nick McConnell
Robin Olson
Dale Ostrander
Dwan Reece
John Smeltzer
Gail Sonnemann
Ron Yoder

Breakaway Meditation

Nora Marsh

American Sign Language Interpreters

Austen Beaird
Amanda Rojana

Volunteer Photographers

Joseph Darling-LaGamma
Matthew LaGamma

Sunday School Teachers

Susan Anderson
Ann Bushmiller
Kim Darling
Patrick Darling-LaGamma
Rev. Barbara Gerlach, adult Nurtures
Anna Kiss
Ann Saudek
Elise Villemez
Rev. Sam McFerran (staff)

Director of Music Ministry Search

Committee

Marian Drake (chair)
Rev. Jason Carson Wilson
Kristy Goodfellow
Andrew Hamilton
Michael Hopkins
Emily Laing

COVID Safety Task Force

Kim Darling (chair)
Susan Anderson
Andrew Hamilton
Rev. Amanda Hendler-Voss (staff)

Safe Church Task Force

Susan Anderson
Ellen Bushmiller
Andrew Hamilton
John Smeltzer
Rev. Amanda Hendler-Voss (staff)

Audio Visual Technicians

Graham Marsh
Tom Sowers

Zoom Moderators/Coordinators

Mary Alice Ball
Alyx Cheng
Abigail Cipparone
Kim Darling
Joseph Darling-LaGamma
Lucille Dickinson
Barry Mills
Charlie Ross
Allison Truhlar
Nora Marsh, scheduler

Staff

Byron Adams, Building Manager
Jarred Bowman, Drop-In Center
Coordinator
Trista Dunlap, Administrative Assistant
(Jan – Sept)
Rev. Amanda Hendler-Voss, Senior
Minister
Dorothy Hickson, Temporary
Administrative Assistant (Oct – Dec)
Leela Koilpillai, Director of Music
Ines Marques, Sexton
Rev. Sam McFerran, Associate Pastor
Kemmesha Thomas, Sunday Morning
Coordinator

NOMINATIONS FOR 2023

	2022	2023
Council Members		
Moderator	Susan Anderson	Andrew Hamilton
Assistant Moderator	Andrew Hamilton	Lindsay Swisher
Treasurer	Lucille Dickinson	Lucille Dickinson
Clerk	Diane Brenneman	Alyx Cheng
At Large	Dwan Reece	Dwan Reece
	Jessica Prentice	Marian Drake
Care of Parish rep.	Lindsay Swisher	
Christian Education rep.	Ann Bushmiller	
Facilities rep.	Kristy Goodfellow Mills	
Finance rep.	Allison Truhlar	
O&M rep.	Ellen Bushmiller	
SAAC rep.	Jason Carson Wilson	
Worship rep.	Chris Byrne	
Assistant Treasurers	Nora Marsh	Nora Marsh
	Polly Gordon	Polly Gordon
Care of Parish	Mark Jensen (chair)	Anna Kiss
	Rose Berman	David Greer
	David Greer	James Moore
	James Moore	Rose Berman
	Lindsay Swisher	Polly Gordon
Christian Education	Anna Kiss (chair)	Ann Saudek
	Elise Villemmez	Elise Villemmez
	Patrick Darling-LaGamma	Patrick Darling-LaGamma
		Kurt Fischbeck
Facilities	Kim Darling (chair)	Hilary Oat-Judge
	Nora Marsh	Kristy Goodfellow Mills
	Peter Tracey	Mike Zawada
		Nora Marsh
Finance	Peter Gerlach-Mack	Ann Bushmiller
	Anne Mascolino	Anne Mascolino
	Nan McConnell	Mary Hayes
		Peter Tracey

	2022	2023
Investment	Ann Bushmiller	Ann Bushmiller
	Peter Tracey	Peter Tracey
	Karen Pence (advisor)	Karen Pence (advisor)
Outreach & Membership	Fredda Sparks (chair)	Fredda Sparks
	Grace Bassler	Grace Bassler
	Moirra Jones	Moirra Jones
	Mike Zawada	Kim Darling
		Nan McConnell
		Nick McConnell
Social Action & Awareness	Rev. Jason Carson Wilson (chair)	Joe Mills
	Mary Alice Ball	LaTayna Purnell
	Michael Hopkins	Hannah Long-Higgins
	Janneke Radcliffe	Diane Brenneman
	Susan Saudek	
	Gail Sonnemann	
Antiracism Committee	Diane Brenneman	Diane Brenneman
	Kim Darling	Kim Darling
	Lucille Dickinson	Lucille Dickinson
	Lynaya Morris	Lynaya Morris
	Jessica Prentice	Jessica Prentice
	LaTayna Purnell	LaTayna Purnell
	Janneke Ratcliffe	Janneke Ratcliffe
	Gail Sonnemann	Gail Sonnemann
Sanctuary Committee	Susan Saudek (chair)	James Moore (chair)
	Peter Tracey	Susan Saudek
	James Moore	Peter Tracey
	Cynthia Hobbs	Cynthia Hobbs
	Lindsay Swisher	Joe Mills
	Joe Mills	
Worship	Lynaya Morris (chair, Jan.-May)	Peter Byrne
	Alisa Tanaka-Dodge (chair, Jun-Dec.)	Alisa Tanaka-Dodge

	2022	2023
		David Lindsey
		Ellen Bushmiller
		Jason Carson Wilson
Archivist	Judith Gray	Judith Gray
Representatives		
Downtown Cluster		
CAC and Potomac Association		
CAC under 30		
Penn Quarter		
Washington Interfaith Network (WIN)	Gail Sonnemann	
Shaw Community	Dale Ostrander	
Potomac Association Justice & Witness	Michael Hopkins	
Personnel (Council appointment)	Kim Darling (chair)	
Nominating Committee	Andrew Hamilton	
	Kristy Goodfellow Mills	
	Peter Tracey	



First Congregational United Church of Christ

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

Senior Minister – Rev. Amanda Hendler-Voss

Associate Minister – Rev. Sam McFerran

Director of Music Ministry – Ms. Leela Koilpillai

Building Manager – Mr. Byron Adams

Sexton – Ms. Ines Marquez

Members in Discernment – Lynaya Morris, LaTayna Purnell

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