

ANNUAL REPORT 2021



First Congregational
United Church of Christ
Washington, DC

First Congregational United Church of Christ Annual Report for 2021

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DESIGNATED SENIOR MINISTER'S ANNUAL REPORT 2021

Rev. Amanda Hendler-Voss

"This I call to mind, and therefore I have hope:

The steadfast love of the Lord never ceases, God's mercies never come to an end; They are new every morning; Great is your faithfulness." -Lamentations 3:21-23

A Liminal Year

We have journeyed together through a liminal year, a transitory time with no clear road back to the way things used to be in the church or the world. We entered 2021 with vaccines on the horizon, hopeful that the power of public health and love of neighbor might vanquish COVID-19. Six days into the new year, however, insurrectionists attacked the Capitol to overturn a democratic election, revealing the sharp chasms in our social fabric. This animosity, rooted in white supremacy, made an enemy of basic truth and used Christianity as a justification for violent conspiracy.

In spring vaccinations became available. Early summer held great promise as rates dropped precipitously and we began to return to much loved activities. By midsummer, however, vaccination rates stalled, and the Delta variant swept the nation, bringing the death toll to over 800,000. In September, more than 630,000 white flags were planted on the national mall, each inscribed with the name of someone who had died. From blocks away, they glittered in the wind, each representing a widening circle of grief, from immediate family to friends, neighbors, colleagues, and faith communities. The year's end gave rise to the omicron variant with skyrocketing infection rates even as hospitalization and death were significantly reduced for those vaccinated and boosted.

While our year was marked by surges and new variants, the Regathering Plan laid out by our Regathering Task Force under the leadership of Kim Darling anchored us in metrics. We moved from worship by Zoom in the winter to staff streaming from the sanctuary throughout the spring, then up to 25 worshipers in the sanctuary in the summer. We consistently improved our hybrid worship experience until the end of December when omicron infections required us to scale back to staff and musicians streaming from the sanctuary for Christmas Eve. Difficult decisions were made easier by our commitment to a process with advance planning for times when infection rates reached unprecedented numbers. When the time came, we pivoted easily, despite the grief of not being together in person.

In worship, we recalled God's word to the exiles spoken by the prophet Jeremiah: *Build houses and live in them; plant gardens and eat what they produce. Seek the welfare of the city and pray on its behalf, for in its welfare you will find your own.* Even as we longed for a

new normal, God instructed us to seek the welfare of this hybrid community and changing city. There was abundant life to be had in 2021, in all its beauty and struggle.

Towering Moments & Etched Memories

These are the towering moments, as Howard Thurman would say, the etched memories of 2021 that stand out in my mind's eye. Sunday evenings with our youth on Zoom as we journeyed through confirmation with wise mentors. Dancing the "Jerusalema" on Palm Sunday. The unanimous vote to pass the "Becoming an Anti-Racist Congregation" statement at our spring meeting. The sharp sting of a shot in the arm. Embracing Joan King, her blue eyes dancing, in Barbara Gerlach's backyard at a cluster gathering. The small hands of big siblings stretched out over the baptismal font as we blessed the waters of baptism. The poignant sung blessing for our beloved John Horman that brought tears to his eyes.

Derek Chauvin declared guilty of all charges in the murder of George Floyd. Peering into the eyes of those circled up for communion, saying, "This is the cup of the new covenant, poured out for you." Our children gathered around Rev. Sam at Anacostia Park, acting out stories from scripture with friends from Peoples Congregational UCC. The sound of cheering in the sanctuary after the congregational vote to call me as the first female settled pastor of First Church. Holding the hand of Peg Lorenz as I sat at her bedside, praying and reciting Micah 6:8. The energy of nearly fifty worshipers in the sanctuary to bless Priscilla Waters and John and Carolyn Marsh as they departed from our congregation after decades of friendship and service. The exquisite strain of Mary Hayes' violin as she and Dennis Turner played *O Holy Night* in the sanctuary on Christmas Eve. These moments are the golden glow of our time together as the pure love of God broke through the troubled skies of a challenging year.

Racial Justice Audit

In February we launched a yearlong racial justice audit, as the first church in the Central Atlantic Conference to pilot a tool created by the Audit Redevelopment Team (ART), on which I am privileged to serve. The audit tool is designed to guide congregations in examining every aspect of ministry through the lens of anti-racism. Our work was divided into four quarters with Council serving as the central group coordinating work carried out by commissions.

In the first quarter, we introduced the audit process through articles, sermons, and a congregational conversation co-led with Associate Conference Minister Rev. Marvin Silver and Dr. Vivian Jackson, chair of the ART and member at Peoples. Commissions drafted plans to conduct the audit within their ministry area, including surveys, research, external interviews about best practices, follow-up interviews with members—especially people of

color, and completion of the “survey monkey” tool. The timing was challenging; we often made use of resources as they were released by the ART, often before the kinks were worked out.

In the second quarter, the audit was conducted through a congregational survey managed by Abigail Cipparone, interviews, and research, with additional commission meetings to discuss what was learned. In the third quarter, commissions wrote reflection reports, outlining recommendations for the strategic plan with benchmarks. In the fourth quarter, we are drafting a Racial Justice Audit Report for the congregation and a comprehensive plan.

We excavated essential truths, a foretaste of which I shared at the annual meeting of the Central Atlantic Conference in October. We learned we must prioritize healing opportunities for people of color in our midst, particularly Black members, by nurturing affinity groups, offering spaces for dialogue and lament, and plugging into events provided at the association, conference, and national levels of the UCC. We noticed we excel at providing educational and action opportunities for those who wish to opt-in to the work of anti-racism but lack systemic training and policies to support a more holistic approach. We discussed our congregation’s history of ruptures related to racism and concluded we need to increase the capacity of white leaders and members to withstand racial discomfort to do the work of anti-racism. We acknowledged that our incarnational faith locates this labor in the heart and body as well as the head.

I want to thank Council, commission chairs and members, and everyone who gave of their time to complete surveys, participate in congregational conversations, and help us journey through this audit process. I am so grateful to behold how we have risen to the call, the integrity and thoughtfulness with which we have conducted the audit, and ways that we are informing the process so the ART can revise the tool to support other congregations. Our labor of love has exceeded my expectations, opening us up to grace, truth, and a longing to repair the wounds of racism within ourselves, our congregation, and the wider world.

Sacred Moments in Community

This year we bid farewell to beloved community members moving out of the region—Priscilla Waters and John & Carolyn Marsh. These three members served as leaders in our choir and on too many commissions to name. They have walked the faith journey with us in many seasons, and they will be deeply missed. We blessed them in late December and will always welcome them through our doors as family.

We also lost beloved, foundational members of our community who died: Pat Ashbrook, Don Bassler, Joan King, and Peg Lorenz all returned to God’s eternal embrace this year. We

offered a mix of Zoom services of remembrance and hybrid memorial services, drinking in the stories of their lives, laughing as we recalled their good humor, delighting in the ways they made us a better community of faith, and promising to carry their light forward. We remembered Pat Ashbrook's activism against gun violence and how Don Bassler was a gentle saint of the church. We recalled Joan King's kindness and love of life. We told of how Peg Lorenz, a member of our congregation for 80 years welcomed newcomers in ways that made them feel seen and heard. Each will be remembered in our hearts and our life together.

2021 marked staff transitions as well. John Horman retired after seven years of brilliant musicministry among us. John's swansong was to prove that congregational singing matters as he kept us singing during a global pandemic. Cindy Dobbs, our tireless administrative assistant since 2015, also announced her departure from First Church this summer. In December, we lifted her family in prayer after the death of her husband Will. Cindy's diligence throughout major transitions in the life of our congregation proved essential. Both John and Cindy will be missed.

We also had the distinct privilege of welcoming new members into our midst. Joe Mills joined the church in June, the same month that we welcomed five confirmed youth as full members— Jessica Chaffee Hobbs, Liam Chaffee Hobbs, Joseph Darling-LaGamma, Tadashi Dodge, and Sofia Prentice. We welcomed into the world Marcus Gabriel Meyer, born to Mary and Joey Meyer just before Christmas, and celebrated the baptisms of Jesse Thayer, Arthur Mills, and Beatrice Heming. What promise of new life they have brought to us!

Heartfelt Gratitude

In turbulent times, God's love grounded us. In divisive moments, God's grace blazed a trail forward. In seasons of despair, God's promise held us. Without the faithfulness of God's abiding Spirit, the loneliness of this year might have overwhelmed us. The witness of the life of Jesus Christ called forth our better angels. Only by God's grace have we journeyed through two years of a pandemic with a renewed covenant, strengthened relationships of trust, and an enduring commitment to the mission of the congregation which gathers us. I am so grateful.

I want to thank our church Council under the leadership of Moderator John Smeltzer and Assistant Moderator Susan Anderson for their unwavering commitment to the racial justice audit in another uncertain year. We did not tread water but dug our hands into the soil and planted the seeds of equity and repair. This group of leaders met the moment with grace and authenticity, always returning to our shared covenant and the importance of relationship. I thank God for each of you.

I give thanks for our tech team: Zoom moderators Alyx Cheng, Allison Truhlar, and Abigail Cipparone, and audio-visual technicians Tom Sowers and Graham Marsh who made worship and memorial services possible, responded to technical difficulties with grace and swift action, and consistently improved our systems to ensure a quality worship experience for all.

I lift up gratitude for the two search committees tasked with hiring our next administrative assistant and director of music ministry, as well as the Worship Commission whose hard work on the racial justice audit, guided by chairperson Laura Johnson, informed the work of the director of music ministry search committee. Under the leadership of Marian Drake, this outstanding team underwent implicit bias training led by the Rev. Dr. Ron Hopson to live into our vision of becoming an antiracist church. With Lucille Dickinson at the helm, the administrative assistant search committee truly went the second mile when our initial hire resigned. Thank you to Lucille, Nan McConnell and Nora Marsh for filling in at the office between administrative assistants. Heartfelt gratitude also goes to Polly Gordon, who served as our volunteer choir director in this interim time, creating beautiful music in community especially for Advent and Christmas.

Two talented guest musicians blessed us after John's departure—Dr. Karen Bartman and Dennis Turner. Dennis was “a bridge over troubled water” for us with his peaceful piano playing and commitment to serve in the many special services at the end of the year. Karen graced us with creative organ arrangements. I thank God for both of them.

We also hired two outstanding contract workers—Jarred Bowman, Drop-in Center Coordinator, and Kemmesha Thomas, Sunday Morning Liaison. Jarred has renewed the life-giving ministry of our Drop-in Center in partnership with Sasha Bruce, Stand up for Kids, and Table Church. He cultivated relationships of trust with clients, organizing special holiday meals and a winter clothing drive. Kemmesha quickly learned the community resources available for those who walk through our doors on Sunday mornings hungry or precariously housed; she greets all with the hospitality characteristic of our community, and helps ensure that newcomers from the streets have the PPE and support they might need. Her background in public health and mental health first aid is truly an asset. I thank them both for renewing meaningful ministries.

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. Ines kept our building safe and clean with her helpful spirit. Byron secured a new tenant, the Washington Chorus, for our flex space. He advocated to lower the monthly management fee with Lincoln Property, secured a use contract with the Congressional Chorus, and booked our space for rental use. He assessed our equipment needs, ordered upgraded equipment and worked with

Tom to have it installed. Sam organized meaningful field trips for our confirmation class, including serving food at the Sikh Gurdwara. He nurtured our relationship with

Peoples' Congregational, organizing monthly outdoor worship experiences for our children. Behind the scenes, he consistently went the second mile in providing pastoral care to those struggling. Under his leadership, our Young Adult group continued to be the place where newcomers were seamlessly welcomed into our congregational life. As our new administrative assistant, Trista hit the ground running in the busiest season of the year, flexible to changes wrought by the omicron surge. Her positivity and commitment to our team and vision are a gift. 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.

Settling In

The highlight of the year, for me, arrived on October 24th, when I received the call to serve as your settled senior minister. This day would not have arrived without the persistent work of Moderator John Smeltzer. John organized a series of conversations with the Designated Senior Minister Relations Team, Council, and the congregation in which we shared our visions for the future. He led our first hybrid congregational meeting, presented me with beautiful flowers, and prepared a contract for me to sign that very day. In the stress of these times, John's kind leadership never wavered, and his confidence in me blessed me deeply. Behind the scenes, he diligently labored on behalf of this congregation on every front, and it was a privilege to lead together with him and Susan Anderson, Assistant Moderator.

Thank you, John and Susan, for your faithful leadership and care. It made all the difference.

In my sermon on October 24th, I said, "God is still writing our story, the story of this generation of First Church. God circled this place at 10th & G on the map for you and for me. It is a sacred privilege to serve you. I have fallen in love with this community of faithful seekers walking in the ways of Jesus. Your generosity of time and talent overwhelms me. The difficult questions of faith we ask delight me. Your hunger for justice meets my own. A shared wonder at the beauty of God's movement in song and art, in creation and the sacred worth of each person fills my soul with a whole harvest of joy. This is the day that our God has made, and I rejoice. I rejoice." Amen.

NON-DIRECTOR OF MUSIC ANNUAL REPORT 2021

Polly B. Gordon, Substitute Director

From January through June John Horman continued to lead the music program at First Church as he had done the previous 7 years, with grace, humor, musicianship, love and – tenacity, particularly through the last 2 ½ years during the pandemic. On June 27 John retired from being a church musician so that he could spend time traveling to see his family – twin grandsons in New Jersey, granddaughters in California, his brothers in Colorado & Maryland - and to travel far and wide with friends. We are grateful for the time John spent among us to share his talents and are glad he is enjoying his retirement!

After homecoming Sunday in September, I offered to lead the choir until we hired a new director. On October 2 we had our 1st zoom rehearsal and for a short time in December we were able to hold “hybrid” rehearsals (in-person and zoom). The choir was able to present choral benedictions through advent and January and a few anthems for Sunday morning and Christmas Eve.

I am grateful for the collaboration with Michael Hopkins (percussion), Hannah Long Higgins (cello), and sound engineer Tom Sowers for pulling together “Keep Your Lamps” – originally slated to be sung in person but recorded at the last minute for presentation at the following week’s service due to rising coronavirus numbers.

Appreciation goes to Karen Bartman for providing accompaniment for the anthem “Lord of Feasting and of Hunger” and to Dennis Turner for accompanying “Sing Noel” and providing organ accompaniment for “Evergreen” at the Christmas Eve service – as well as a shout out to Diane Brenneman and Lucille Dickinson for playing chimes on “Evergreen”. Mary Hayes was in town for Christmas Eve and performed a beautiful rendering of “O Holy Night” on her violin, again, with Dennis accompanying.

A heartfelt thank you to choir members Dale Ostrander, Diane Brenneman, Dwan Reece, Gail Sonnemann, Jean Alexander, Lucille Dickinson, Moira Jones, Nick McConnell, Nora Marsh, and Priscilla Waters who made their best efforts to be at choir on a regular basis – I know many others of you were with us in spirit -- and gratitude to all those who added their voices to the recordings for Sunday mornings. And of course, a major “thank you” to Graham Marsh, without whom none of those recordings would have happened!

An ever grateful, Polly Gordon

BUILDING MANAGER ANNUAL REPORT 2021

Byron Adams, Building Manager

During 2021, we made progress digging out from under CoVID. As the vaccines rolled out, we began taking in small space rentals from our traditional users. For the fall, we had a number of concerts and other events booked. Although the Delta surge led to some cancellations, others like Washington BachConsort managed to maintain their concert schedules by strictly requiring proof of vaccination.

At the end of August, we welcomed the Congressional Chorus as a new regular user, hosting their Monday evening rehearsals. As I write this, we are at the peak of the Omicron surge and thus our calendar for event rentals in the winter and spring is sparse; Congressional Chorus and Encore Chorale have both pushed the start of their weekly rehearsals back a week or more. After several false starts over the last two years, concert and event producers are being very careful in their planning.

Sexton

Ines Marques continues as our full-time sexton and does an amazing job keeping our building clean. During this unusual period, she has focused her efforts on major deep cleaning projects that are difficult to undertake during busy rental periods. Ines is grateful for the church's commitment to maintain staff incomes through the pandemic. Of her extended family of eleven people in the DMV, she is the only one who did not lose their job or take big cuts in hours.

Property Manager

We continue our relationship with Lincoln Property Company to maintain building systems. Justin Heddings, who had been one of our engineers since we returned to 10th & G, left to pursue a new opportunity. We had a couple of temporary lead engineers and now have our permanent lead engineer, Fredy Barrera in place. He, and Osmar Campos, are prompt, courteous, always smiling and always willing to go above and beyond what our contracts require them to do.

The Washington Chorus

The Fresh Farm office suite on the second floor remained vacant for 20 months (March 2020 – October 2021). We were thrilled to welcome The Washington Chorus as our new tenant in November with a five-year use agreement! They have used our space for rehearsals a number of times over the last few years. Their use agreement with us includes

several uses of the sanctuary for educational and community outreach events. Their staff are delightful to have in the building and we look forward to a long and musical collaboration with them.

Major Repairs & Improvements

In 2021, we initiated several major repairs. These repairs were paid for out of our LPC and repair budgetlines:

- \$9,024 for equipment and labor for a major *upgrade to the Sanctuary's AV capabilities*. This includes two high resolution cameras with amazing zoom and pan features, a new desktop computer (replacing an eight-year old one), two large monitors that allow the techs to better manage cameras and images, and a slew of other devices and cables to make it all work together. If you've Zoomed or Youtubed a service since this equipment was inaugurated on Christmas Eve, you've seen the difference! Much gratitude to our AV consultant Tom Sowers who did all the research and installation work on this project.
- \$8,900 to *build two offices* in the space vacated by Fresh Farm in February 2020 in order to welcome our new office tenant, The Washington Chorus.
- \$5,700 to *trim doors* that had been rubbing on the floor or ceiling soffits because the building has settled, including:
 - NW glass sanctuary – first floor
 - North sanctuary (artists' entrance) – first floor. This door took an entire day of disassembling, trimming, and assembling by itself.
 - Living Room – first floor.
 - Sanctuary Overlook – second floor. Another project that took more than a day; within six months of moving into the building this door was no longer closing properly.
 - Community Hall entry.
 - The entire west wall of wood closet doors in the Community Hall. This also required mudding, sanding, and painting the soffit.
 - Catering Kitchen swing door from Community Hall.

My heartfelt gratitude to Calvin Medrano for his two weeks of work to get all of these doors working properly again! While he was in the building, he also installed a sheet of plywood in the Sanctuary AV Closet to make it easier to install hooks for hanging cables and such.

- \$4,700 for a plumbing contractor to clear repeated blockages in second floor

bathroom drain line and to install an access point to make future clearances easier and cheaper.

For 2022, we are:

- Looking at repairs and preventive maintenance on our boilers in order to put them on a regular maintenance contract.
- Working with an architect (pro bono, he's a friend of mine) at possible strategies for the outer front doors in order to reduce the maintenance issues that go with having the door closers in the ground rather than overhead.
- Evaluating options for IT support and monitoring given the importance of having a reliable internet connection and trouble-free computing on Sunday mornings.
- Trying to review and update our HVAC replacement schedule so that we can be certain that we are putting away enough money to cover these needs in the future.

Church Staff

My heartfelt thanks to my colleagues here at the church. Their dedication, sense of humor, and calm in the face of the challenges of 2021 makes this place work.

Respectfully submitted, Byron Adams

MODERATOR'S ANNUAL REPORT 2021

John Smeltzer, Moderator

In 2021, we welcomed with great anticipation the opportunity to call the Reverend Amanda Hendler-Voss to be our permanent senior minister. And we continued to be blessed by the enthusiastic and loving ministry of our Associate Minister, the Rev. Sam McFerran, who found new and innovative ways to engage our children and youth in worship, service, and mission during the pandemic. We have great hope for our future under their leadership.

But 2021 also brought unexpected turns and continuing struggles. We lost two longstanding staff members—John Horman, our Director of Music, and Cindy Dobbs, our Administrative Assistant—to retirement. We lost to sainthood four pillars of our community: Peg Lorenz, Don Bassler, Joan King, and Pat Ashbrook. And other longstanding members, lay leaders, and prominent voices in our choir—John and Carolyn Marsh and Priscilla Waters—announced plans to leave the DMV for distant homes and new adventures. We continue to face significant budget issues and have not succeeded in identifying a sure path to financial sustainability. And after flirting with broader physical gathering, we ended the year where we began: worshipping virtually via video screens.

Through it all, there was one constant: we remain a dynamic and resilient community joined in a powerful covenant to seek the spirit, to serve justice, and to love one another. In the past year, we accomplished much to support each other, to continue and reshape the programs and mission of the church, and to set a foundation for our future. It was my privilege, as Moderator, to work with the Church Council, in collaboration with the Commissions, Committees, Ministers, and Staff of the Church, on many significant issues. This report summarizes the matters that most occupied Council's time. Further details on the many and varied works of the Church are set out in the other reports of this volume.

Facilitating the Call to Permanent Ministry.

Council's most important task in 2021 was to facilitate the call to the Rev. Amanda Hendler-Voss to be our permanent senior minister. Of course, the groundwork for the call had been laid for us by the search team and by the prior Council that brought Amanda to the Church to be our *designated* senior minister in March 2020. This year's Council needed only to seal the deal, once Amanda reached one-year in service and became eligible, under the designated ministry contract, for a permanent call.

But our Bylaws contain no procedures for calling a designated (term-limited) minister to permanent ministry. Nor does the Central Atlantic Conference have guidelines for this transition. So Council was left to improvise an ad hoc process.

In accordance with the model for designated ministry presented to us by the Conference, we hired Amanda in March 2020 on a three-year non-extendable contract. To continue our relationship indefinitely, we needed to enter a new covenant. Before entering such a covenant, we needed a sacred conversation. Council proposed and facilitated a three-part conversation that took place in September and October 2021. First, the Designated Minister Relations Team (Kim Darling, Susan Anderson, Hannah Long-Higgins, David Greer, Katherine Antos, and John Smeltzer) met with Amanda to evaluate her ministry in accordance with the goals of the designated ministry contract: (1) to continue walking on the path to become a multiracial and multicultural church; (2) to strengthen our church community; and (3) to develop consensus about the social justice issues to prioritize within the mission of the church. Second, Council engaged Amanda in a discussion about our hopes and plans for the future of the Church. Third, we invited all members and friends to an open meeting after worship to ask questions of Amanda and share their hopes for the Church. Council voted unanimously to recommend extending a call to permanent ministry to Amanda, and the congregation voted at our Fall Congregational Meeting on October 24, 2021 to extend such a call.

It was my terrific good fortune to be Moderator at this time, because Amanda made the call decision so easy. She brings great passion, grace, and good humor to all of her work. It has been a great joy collaborating with her to conduct the business of the Church. Celebrating Departures and Rebuilding our Staff.

Staff Transitions

In contrast to the much anticipated decision to call to the Rev. Amanda to permanent ministry, Council was caught a bit off guard by John Horman's decision to retire as our Director of Music at the end of June 2021, and by Cindy Dobbs's decision not long thereafter to discontinue as our Administrative Assistant. John served as our Director of Music for over seven years and served us faithfully through special moments and extraordinary challenges. He helped us celebrate our 150th Anniversary and build our music program in the new building, he was a steady presence through multiple transitions in ministerial leadership, and he quickly adapted to a virtual platform to keep the choir and congregation singing during the pandemic. We are greatly indebted to John for his many contributions to the music and life of the Church and are blessed that he has expressed a desire to remain a part of our community after his retirement. It is customary, as a means for maintaining healthy boundaries, for a retiring minister to take time away from a church

before returning to worship as a member. In light of John's long and strong leadership effectively as our minister of music, and on recommendation of the Personnel Committee, Council covenanted with John for a one-year period of separation, to give us time to gain a new footing with a new director of music and to release John from the cares and concerns of the program. We look forward to the opportunity to welcome John back into our community in July 2022.

As for hiring a new director of music ministry, Council decided to take a deliberate approach. At the time of John's retirement, we were in the midst of conducting our racial justice audit, including a review of our worship and music programs. Council quickly appointed a search committee. But we decided to wait for preliminary results from the audit before advertising the opening and conducting interviews. After completing training on unconscious bias led by the Rev. Dr. Ron Hopson of Howard University and receiving a preliminary audit report from the Worship Commission, the search committee developed a position description and announcement, and posted the opening on the Church's website and various music-related websites in early September. The committee reviewed applications and conducted interviews throughout the fall of 2021. In late December, the committee brought a unanimous recommendation to Council. Council considered the Committee's recommendation at its January meeting and plans to bring a recommendation to the congregation at our Annual Meeting.

We are very grateful to Marian Drake for chairing the search committee and to the other committee members who brought us the final recommendation: Kristy Goodfellow Mills, Andrew Hamilton, Michael Hopkins, Emily Laing, and Jason Carson Wilson. We also extend thanks to Priscilla Waters and JoAnne Henry, who assisted the search committee during its initial organization. And we are deeply grateful to Dennis Turner and to Karen Bartman for treating us to wonderful performances as guest musicians, and to Polly Gordon for directing the choir, while we engaged in our search for a permanent Director of Music Ministry.

Cindy Dobbs joined the Church staff in 2015. Like John, Cindy provided excellent and reliable service to the church during a period of multiple transitions in our ministerial leadership and during the disruption caused by the COVID-19 pandemic. Cindy also brightened our worship as an occasional guest pianist. Cindy left her employment with us to spend time with her husband, Will, who passed away this December. Our hearts go out to her and her family. Council appointed a search committee to assist Amanda in hiring a new administrative assistant, and Cindy graciously stayed on through the end of August 2021 to help train her replacement. Unfortunately, the initial candidate we hired did not work out. Council approved the hiring of a temporary administrative assistant while we continued the search for a permanent replacement.

In November 2021, Council authorized the hiring of Trista Dunlap as our new administrative assistant. Trista is a longtime Washington resident, mother to three, and grandmother to one. Prior to joining us, she served as an administrative assistant with multiple federal agencies and as a membership coordinator for the Boys and Girls Club of Washington. She is passionate about helping others and her community. We heartily welcome Trista to the First Church team!

Thank you to Lucille Dickinson, Peter Tracey, Alyx Cheng, and Allison Truhlar for assisting Amanda in the search for a new administrative assistant.

Ensuring a Safe Regathering.

When this year's Council first convened in 2021, we remained in the throes of the COVID-19 pandemic. But vaccines were close on the horizon and we were optimistic for a return to physical gathering. Under the leadership of Kim Darling, the Regathering Task Force developed a comprehensive plan to guide our safe return to physical gathering. Council approved the plan in May 2021 and presented it to the congregation at our Spring Congregational Meeting. The plan adopted specified metrics—most particularly publicly reported case rates and vaccination rates—to guide a phased return to full reopening. Under the plan, we were able to move into "Phase 2" (allowing ministers and worship leaders in the sanctuary) and "Phase 3" (allowing ministers, worship leaders, and up to 25 congregants to physically gather in the sanctuary) in the summer and fall. We were especially grateful for being able to convene our sacred conversation with Amanda and our Fall Congregational Meeting from the sanctuary (as well as on Zoom).

In November, the Regathering Task Force recommended and Council approved slightly changing the metric for "Phase 4" (up to 50 congregants at worship), in light of the availability of vaccines for children. The task force also recommended and Council approved a "no go" case rate of 40 per 100,000, which would trigger a return to all virtual worship. At the time, case rates were trending down, and we were optimistic about reaching "Phase 4" for Christmas services. We had no expectation of moving backwards. But with the arrival of the omicron variant, the case rate in DC spiked to record levels not previously recorded at any time during the pandemic that were well above our specified "no go" rate. We were very disappointed to have to cancel live gathering for our Christmas Eve service. But we were thankful for the advance planning that enabled us to quickly shift to a virtual service. At the time of this writing, we are back in "Phase 2" (live attendance by worship leaders only). But we are hopeful that the omicron spike will be short-lived and that we soon will be back on course toward unrestricted physical regathering.

Reopening our Building for Service and Mission.

The pandemic forced us to become adept at virtual and hybrid gathering for worship and other events. In 2021, we invested in equipment for the sanctuary and other church spaces that will allow for continuing and improved hybrid worship and gathering in the future. We look forward to the time when we will be able to offer virtual connections for ease of gathering and for those unable to be physically present, as opposed to as a matter of necessity in response to the a public health crisis.

In addition to working on regathering for worship and church events, Council worked with the Facilities Commission and with Byron Adams, our building manager, to reopen the building to our tenants and services. In August 2021, we were able to reopen the Drop-In Center for Homeless Youth (ajoint ministry with Sasha Bruch Youthworks) on Tuesday evenings. We also retained a new Drop-In Center coordinator for the Church (Jarred Bowman). We were grateful for the opportunity to restart this important ministry for the City.

We were also very grateful for finding a new tenant for our “flex space” (the office space within our building that we designed to be commercially leased for purposes of generating operating income). Our prior tenant vacated the space in February 2020 at what turned out to be the worst possible time for us, just before the pandemic hit. Due to the pandemic and a sharp downturn in demand for downtown office space, finding a new tenant became a considerable challenge. Thanks to Byron’s efforts and those of the Facilities and Finance Commissions, we found a new tenant—the Washington Chorus—which entered a five-year lease in October. Council approved the lease terms in advance of our Fall Congregational Meeting and the congregation ratified the lease at the fall meeting. Due to the sagging market, the rental income is less than we received from our past tenant. But we are now ensured steady income from the space. And we are hopeful that having the Chorus as a tenant might provide some positive synergy for our music program or use of our space as a music venue. Under the terms of the lease, the Church paid \$8,900 toward the construction of two interior offices sought by the Chorus. The Chorus assumed the remaining cost of \$3,500. These improvements will remain with the church and should make the space more desirable for future tenants or other future Church uses.

Deepening our Commitment to Diversity and Racial Justice.

The Church has long held the goal of becoming more multiracial and multicultural. In recent years, we have also called out the need to acknowledge white privilege and systemic racism in order to achieve restorative justice. In 2020, Council committed the

Church to conducting a racial justice audit of our own structures and programs, utilizing an audit tool developed by the Justice and Witness Ministry of the Central Atlantic Conference. This year's Council took up the lead on facilitating the audit by setting timelines for Commissions to complete the audit within their program areas, by coordinating the efforts of the Commissions, and by undertaking parts of the audit that did not fall within the purview of any Commission. Council held one special meeting in June dedicated solely to the audit and had many provocative and productive conversations regarding the audit throughout the year. We look forward to presenting a comprehensive racial justice audit report in the coming weeks.

In addition to the racial justice audit, Council worked with the Social Action and Awareness Commission on developing a Statement on Becoming an Anti-Racist Church, which was presented to and ratified by the Congregation at our Spring Congregational Meeting. The statement expresses our commitment as a congregation to identifying and breaking down the barriers of implicit bias within our community, and provides a platform, in conjunction with the Church's Advocacy Policy, for the Church to speak out and advocate on racial justice reforms in our government and broader society.

In the Spring of 2021, Council was pleased to help establish the Ruth Shinn Memorial Anti-Racism Fund. The fund is a gift from Ruth's estate of just over \$100,000 to help fund the anti-racism ministry of the church. The initial priority for the fund is to help rekindle and continue our relationship with Howard University. Leaders from the church and the Anti-Racism Task Force hope to partner with Howard University faculty and students to develop an educational, justice, history, or worship program that spotlights anti-racism work.

Finally, in November 2021, Council voted in support of a project, in collaboration with the MLK Library, to pursue a grant to fund research for a memorial to enslaved laborers, to be erected in the pocket park between the Church and the library. The project is related to work by Dr. Renee Harrison of Howard University and her book *Black Hands, White House*. Dr. Harrison will serve as the researcher on the project.

Building a Foundation for Growth (Financial Sustainability).

In 2019, Council appointed a task force to undertake an in depth evaluation of the Church's financial position. The objective was to explore trends in our three income sources—(1) pledges and contributions from members and friends, (2) rental and other building income, and (3) investment income from our endowment—in relation to trends in staff, program, and mission expenses. The task force prepared and presented a sustainability report to the Congregation at our 2020 Annual Meeting. The report concluded that our present path is not sustainable. Our staffing and programs are at levels that exceed our

existing and reasonably foreseeable income and we are on a course to face substantial and worsening deficits. The report also determined that we were (then) maximizing building and endowment income. Our shortcoming was tied to demographics. Despite a strong and committed membership, our members were aging, we were not growing in number, and our pledges were not keeping pace with growing program costs.

At the time of the report, we were without a called senior minister and had spent years without settled ministerial leadership. We expected that these circumstances contributed to stagnancy in our membership. We were blessed to have an endowment we could call upon in a crisis. And we had received several bequests that would allow us to overcome short-term deficits without calling upon endowment principal. So we made a bet on our future. We called the Rev. Amanda as our designated senior minister and promised her the staff and resources necessary to revitalize and grow the Church. Then the global pandemic hit. With the suspension on physical gathering, we lost nearly all of our income from shared and occasional use of the building and (as already noted) we were left for an extended period without any income from our flex space. Although we now have that space rented, the ceiling for our building income has been reduced due to the depressed rental market. And when the building stood mostly idle, we did not see any significant reduction in building expenses. Instead, we were called by our faith to continue our staff at their existing hours to protect them from taking a disproportionate hit from the pandemic. And we added new expenses for the equipment and staff needed to produce our worship services and sustain our community virtually.

We believe that these financial decisions were the right decisions for the Church and will help provide the foundation for our future. But there is no question that the pandemic blunted the momentum we hoped to achieve upon calling the Rev. Amanda to be our senior minister and place us in a deeper financial hole from which we need to climb. My deepest regret about my tenure as Moderator is not having the opportunity to make progress on financial sustainability.

But I continue to believe that God is calling us to do great things at 10th and G Streets, NW, and now also from our virtual platform at firstuccdc.org. To make steep cuts in our staffing and programs at this juncture (for the purposes of balancing our budget) would be counterproductive to our call to reinvigorate and grow the church. In the coming years, we will need to substantially grow our membership and income or make substantial adjustments to our programs or how we view our endowment. But I have confidence in our ministerial leadership and in the extraordinary people who call First Church home and who faithfully attend to the many tasks that bind us as a community. We have held together through periods of unsettled leadership and now through a global pandemic. Let us pledge ourselves to the unfinished work of reinvigorating and growing the Church.

John Smeltzer, Moderator, for the 2021 Council:
Susan Anderson, Assistant Moderator
Diane Brenneman, Clerk
David Greer, Treasurer
Alyx Cheng (at large)
Jessica Prentice (at large)
Nora Marsh (Care of Parish)
Ellen Bushmiller (O&M)
John Marsh (Finance)
LaTayna Purnell (Christian Education)
with thanks to Andrew Hamilton (who served as CE rep. for part of the year)
Moirra Jones (Facilities)
with thanks to Marian Drake (who served as Facilities rep for part of the year)
Abigail Cipparone (Worship)
Rev. Jason Carson Wilson (Social Action)
Rev. Amanda Hendler-Voss (Senior Minister ex officio) Rev. Sam McFerran (Associate
Minister, ex officio)

CLERK'S ANNUAL REPORT 2021

Diane Brenneman, Clerk

Membership total January 1, 2021: 201

*Membership Total after January 26, 2020 Annual Meeting: 194

Membership total January 1, 2020: 201

Births: (1)

Marcus Gabriel Meyer

Baptisms: (3)

Jesse William

Thayer Arthur James

Mills Beatrice Heming

Added to the Book of Life: (2)

Peg Lorenz

Don Bassler

Joan King

Pat Ashbrook

Suzanne Snyder (Longtime Friend)

New Full Members: (1) Joe Mills

Confirmed: (5) Jessica Chaffee Hobbs, Liam Chaffee Hobbs, Joseph Darling-LaGamma
Tadashi Dodge, Sofia Prentice.

New Associate Members: (0)

Requested to be Dropped: (0)

Requested Conversion to Friend: (0)

Requested Letter of Transfer to Other Congregation: (3)

FINANCE COMMISSION ANNUAL REPORT 2021

2021 Report of Finance Commission Members: Chris Barr, John Marsh (Council Representative), Nan McConnell (Chair) Allison Truhlar, David Greer (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 is responsible for the annual program to obtain financial pledges from members and friends. In March the Treasurer provided an overview of the financial situation to the Commission:

- Church ended 2020 financially as had been anticipated with a deficit primarily from loss of building income from the pandemic.
- Pledges are holding for 2021 for far
- The greatest financial hit is rental space and this poses biggest questions for this year's budget: Are people going to come back to offices and what will that look like?

Discussions around Building Income

Since 30% of our budget comes from building income, Finance suggested we engage in a structured conversation about the space and proposed to Council a joint meeting between Finance and Facilities. A joint conversation was held in April with input from Byron Adams, Building Manager. The Commissions agreed on following:

1. We agreed that rental of the flex space probably needs to be handed over to a broker at some point because the market for rental space is saturated. We may have to offer incentives to find a tenant.
2. Before we sign with a broker, we encouraged Byron to have a conversation with the Capital Club. Their space needs may require some shifting of current users so we need more information but understanding the market conditions, it may be preferable to consider this tenant.
3. We may want to research and compare broker agreements.
4. If we go with a broker, lawyers on our joint call will be asked to review agreement.

By July we had incredibly good news: one new tenant and a new regular user - Washington Chorus signed an agreement to take Flex space at the end of 2021 with modifications to the space and the Congressional Chorus will use the sanctuary to rehearse on Monday nights. Washington Chorus is paying \$2500/month and wants a five-year lease with annual increases. Congressional Chorus will pay \$14,000 annually. This takes a lot of pressure off our budget. The Drop in Center graciously agreed to move to Tuesday night so we can accommodate the Congressional Chorus.

Racial Justice Audit

Finance Commission Second Quarter Tasks for Racial Audit	Tasks
May/June	<ol style="list-style-type: none"> 1. Develop and send survey to staff and former church leaders re: considerations in hiring vendors. Identify list of vendors. 3. Coordinate Finance tasks with Investment Commission. 4. Look at audit for questions Finance might want to include internal and external surveys and coordinate with other Commissions.
June	Schedule Call to review feedback, develop questions for all church survey and discuss next steps.
July	Joint Meeting with Investment to review completion of tasks and prepare findings. (This did not happen)

August	Complete Finance section of Audit based on responses from staff and input from the congregational survey.
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A major focus of our work from May – August was the Racial Justice Audit and we developed the following work plan:

Financial Conversations

Prior to the stewardship campaign and based on feedback from the all-church Survey, Finance organized two preliminary conversations on church finances – a conversation, led by Allison Truhlar, with the young adults on what motivates people to give, and a nurture on September 26. The nurture was designed to answer concerns from the survey about a lack of transparency, the appearance of oversight by old, white people, and how financial decisions seem to use commissions as the primary way to seek input. The nurture included discussion of the overall financial situation, budget development process, and the role of our endowment.

Budget Process

Finance worked with the Assistant Treasurers to send out 2022 budget templates to the Commissions and to compile the 2022 asking budget to determine our pledge goal for stewardship.

Stewardship

In the summer our stewardship team – Nick McConnell, Jean Alexander with help from Amanda Hendler-Voss – agreed on the theme "Rooted in Love" and set the date for Pledge Sunday – Nov. 21 (There was some discussion about changing name of Pledge Sunday to Commitment Sunday. This was tabled for this year but can be reconsidered next year.)

The Co-chairs developed a calendar of emails, testimonials (in person and email), and a Horn article for November. The pledge letter, a pledge form, and special enclosure were sent first class in early Nov. One chair took responsibility for reaching out people for in person testimonials and writing the stewardship letter; the other chair took responsibility to find people to write emails and the Horn article. Co-chairs produced follow up emails and updates. Finance developed a brochure and set two goals: financial and participation.

Conclusion

This has been a different year on many levels – the impact of covid on our community, a changing rentalmarket, and remaining predominately virtual. However, we accomplished a great deal – finally renting our space, participating in the Racial Justice Audit, holding educational sessions on church finances, preparing a budget for 2022, and conducting a strong stewardship campaign. Thank you, Finance Commission.

Nan McConnell, Chair

INVESTMENT COMMISSION ANNUAL REPORT 2021

Members: Ann Bushmiller, David Greer (Treasurer), Nan McConnell (Finance), Peter Tracey; Karen Penceand Lucille Dickinson, advisors

The church's investments increased by a strong 11.4 percent in 2021. This performance reflects the continuing uneven national recovery since 2020 and its continuing beneficial effects for the stock market. The portfolio's domestic stocks rose 25 percent (after rising almost 20 percent in 2020), its international stocks rose 9 percent (after rising 13 percent in 2020), its bond holdings declined 2 to 3 percent, and its inflation hedge rose 6 percent. As a result, at the end of 2021, the total investments stood at \$6,708,363, with \$563,009 allocated to the capital reserve and \$6,145,354 allocated to the core endowment.

To ensure that the church's core endowment stays in line with inflation, we compute each year a benchmark figure adjusted for inflation. At the end of 2021 that benchmark is \$4,865,182. Before 2021 we also computed a benchmark figure to grow the core endowment by some percentage points above inflation, to give the church a cushion in the event of years in which the endowment does not perform well. In 2021 we changed the cushion to be 10% above of the inflation benchmark, reasoning that would be sufficient to weather a sharp decline in returns over a relatively short period of time. The inflation benchmark plus 10% cushion was \$5,351,700, so the core endowment remains a very comfortable \$793,654 above the benchmark that the church could consider programming. The investment commission rebalanced the portfolio in the third quarter to bring investments closer to the targets set in the investment policy -- \$275,000 of the U.S stock index was sold \$25,000 of the international stock index was sold, \$25,000 of the social index (stock) fund was sold (as stocks had outperformed the other assets at that point in the year), \$100,000 was added to the US bond index fund, \$125,000 to the international bond index fund, and \$50,000 each to intermediate-term investment grade securities and short-term inflation-protected securities index funds.

The Investment Commission was able to meet the endowment's \$157,950 contribution to the 2021 operating budget in the third quarter without selling any assets because the portfolio had sufficient cash assets on hand that didn't need to be replenished.

At the end of the year, the investment portfolio was broadly allocated in line with its targets but was still overweight in domestic stocks as a result of the strong stock-market gains. Rebalancing of our investment portfolio would be called for in 2022. In addition, review and update of the Investment Policy approved in May 2012 (included at the end of this report) would also be prudent, to make sure it aligns with current practices.

TABLE 1

PORTFOLIO ALLOCATION	Target	Actual 12/31/2021	
Cash	5.0%		1.8%
Bonds	35.0%		33.9%
Stocks	55.0%		59.5%
<i>Total Domestic</i>	<u>37.0%</u>		<u>41.5%</u>
<i>Domestic, Broad</i>		33.3%	36.7%
<i>Domestic, Socially Responsible</i>	<u>3.7%</u>		<u>4.8%</u>
<i>International</i>		18.0%	18.1%
Inflation Hedge	5.0%		4.7%
Total	100.0%		100.0%

TABLE 2 SELECTED ASPECTS OF THE BALANCE SHEET

VANGUARD	Balance 12/31/2021	Rate of Return, 2021
Total U.S. Stock Market Index	\$ 2,460,229	24.7%
Total International Stock Index	\$1,214,072	8.6%
Total Bond Market Index	\$ 1,341,198	(1.7%)
Total International Bond Index	\$ 617,528	(2.5%)
Intermediate-Term Investment-Grade Securities	\$ 313,255	(1.3%)
Short-Term Inflation-Protected Securities	\$ 318,131	5.6%
Social Index Fund (domestic stocks)	\$ 320,438	26.8%
CASH		
Capital One 360 Acct	\$ 122,178	0.2%
SunTrust	\$ 1,333	0%
TOTAL		
Overall Investments	\$ 6,708,363	11.2%
Core Endowment	6,145,354	
Capital Reserve	\$ 563,009	
Benchmarks for Core Endowment	\$ 4,865,182	
Target balance: growing at inflation	\$ 5,351,654	

Policy Statement Ratified by Congregation on May 6, 2012

The following Investment Policy Statement is 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), which 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. In 2012 this Investment Principles statement will be distributed prior to the May 6, 2012, congregational meeting; subject to congregational approval on May 6, 2012, these Investment Principles will cover the period from May 7, 2012, through the January 2013 annual congregational meeting. The Investment Principles document for 2012 is attached to this Investment Policy Statement as Appendix A.

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. In 2013 the average will be calculated on the previous four quarters, and in 2014 the average will be calculated on the previous eight 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 (four quarters in 2013 and eight quarters in 2014), 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. (An estimate of a 50-year plan is attached to this document as Appendix B.)

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. This report for 2012 appears as Appendix C to this document.

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.

Appendix A

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:

1. Sticking to a long-term asset allocation strategy and not attempting to time the market
2. Favoring investments in broadly diversified, low-cost mutual funds
3. Rebalancing its portfolio annually in line with its asset allocation objectives
4. Minimizing transaction costs and fees
5. Taking advantage of its tax-advantaged status by favoring fully taxable investments (but not at the expense of diversification)
6. 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:

1. Investing primarily in diversified mutual funds rather than individual stocks, bonds, or other securities
2. Investing in a broad array of asset classes whose returns have historically been somewhat uncorrelated with each other

3. Emphasizing simple and transparent investments, and as such avoiding the use of hedge funds, synthetic investments, and derivatives
4. Depositing funds in any depository institution only up to the FDIC-insured maximum
5. 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%

FACILITIES COMMISSION ANNUAL REPORT 2021

This year saw the church begin to emerge from the worst of the pandemic. This included opening our building to limited in-person worship services, increased occasional use, welcoming back long-time renters The Table Church and Encore Choral, entering into a new contract with the Washington Chorus, bringing the Drop-in Center back into the Narthex, and continuing our relationships with Pathways for Housing, the Washington Bach Consort, and the Committee of 100. Through all of this, our building manager and sexton worked hard to maintain a safe and welcoming environment for all who came through our doors.

Facilities members participated in conversations with the Building User Task Force as we weighed the risks of allowing various types of rentals against our continued need for building income and the desire of outside groups to meet in person following their own protocols. We decided on general guidelines that allowed us to move from having each rental approved by the task force to allowing the building manager to make decisions related to outside building use in all but the most unusual of circumstances. We also participated in discussions related to the Drop-in Center moving back indoors. Because both church staff and volunteers participated in the DIC, we decided to maintain more conservative protocols than we would require for an outside group. These include universal masking except when eating, temperature taking at the door, attendance caps of 20 at one time, and limited activities.

We also, like all commissions this year, spent a substantial amount of time working through the Racial Justice Audit. We collected information on our current building practices, users and service providers; solicited opinions and ideas from fellow congregants; and reflected on decisions we've made about our building. We named the ongoing tension between relying on building use income to balance the budget and the desire to make our spaces available to those whose work advances racial justice.

Kim Darling

CARE OF PARISH COMMISSION ANNUAL REPORT 2021

This year's Care of Parish activities can be characterized by an eagerness to return to in-person engagement, but the pandemic still loomed large.

Care of Parish facilitated virtual activities, including two trivia nights in January and March, hosted by Nora. It was particularly fun to integrate questions regarding our church history. Nora also faithfully hosted a virtual meditation group every Wednesday that averaged about 5 people. She also provided a written piece about the group for the Horn.

Care of Parish was able to facilitate some of its traditional activities, albeit with some COVID-precautions in place. For example, we facilitated in-person gatherings (hosted by Barbara Gerlach, Nora Marsh, the Drake/Jensen family, and one at the Southwest Waterfront) to meet Reverend Amanda in person prior to the congregational vote on her call to be our permanent minister. We hosted a memorial service reception on November 6 for our beloved Don Bassler, with somewhat limited participants, tables and chairs spaced out, and during a period when the COVID numbers were low. We facilitated a Christmas cookie exchange (approximately 10 families participating) during advent, although without the normal fellowship associated with eating the cookies together in conjunction with coffee hour.

We continued our important work of caring for individuals in need, including meal trains for Dwan Reese, Bob Crowley, and Jennie Hunt. Mark Jensen facilitated a card ministry, whereby he shared about once a month with around 13 volunteers a list of names of people who might benefit from special outreach via cards. Based on feedback from volunteers we believe we were able to reach all of the people identified as needing outreach.

On October 16 we utilized the large sanctuary space and the screen and great sound system to host a movie night (about 15 participants). We showed the movie *In the Heights* which ended up being a good balance of a fun-to-watch movie with a theme and message that is consistent with our church's mission and character. We think this was a good activity that is relatively easy to plan that will be good to consider in the future. It will be even better when we can watch the movie without masks and while munching on some popcorn.

Regretfully, there were a couple of events that were planned, but had to be cancelled because of rising COVID numbers, including memorial service receptions for Peg Lorenz and Pat Ashbrook. Even though these events ultimately didn't happen, we were delighted

to see the willingness of volunteers and think it's a good indication that there remains a loving and caring community amongst our membership.

As I (Kristy) struggled to participate in virtual and in-person events because of my young all-consuming family, I found our monthly Care of Parish committee meetings and the racial justice audit a good way to stay connected with some members of the church and feel like I was contributing to the progressive work of the church. I feel strongly that the review and recommendations that Care of Parish provided for the racial justice audit (based on input during a focused coffee hour, interviews with people inside and outside of the church, participation in three racial justice-focused nurtures, and several discussions of our COP practices) have the potential to make our future activities more inclusive, welcoming, and effective.

We are hopeful about COP activities in the year ahead, and hope that we will eventually be able to resume normal coffee hours. Our virtual coffee hours were held almost every week during the past year. We brainstormed some topics that were used as discussion themes, and we had an average of 8 coffee hour participants a week. We were able to deliver flowers after the Easter and Christmas services, but we hope that instead of delivering them in future, most of our congregation will be gathered in person in 2022 and can take the flowers home after the services. Until then, we have found important ways to care for the parish virtually and in-person (with COVID precautions).

Nora Marsh for Care of Parish

CHRISTIAN EDUCATION COMMISSION ANNUAL REPORT 2021

CE Commission: Ann Bushmiller, Chair (2022); LaTayna Purnell (2022); Andrew Hamilton (2022); AnnaKiss (2022); Alisa Tanaka Dodge (2021)

Staff: Sam McFerran
Year Overview:

Each year, the CE Commission is called to create meaningful opportunities for lifespan faith formation for the congregation to help them grow in love of God and in love of neighbor. We are grateful to the Commission for their hard work. We also want to thank Rev. Amanda Hendler-Voss for her thoughtful and enthusiastic support.

For the second year in a row, the Associate Minister, Rev. Sam, and the CE Commission succeeded in meeting these needs in the midst of the Covid-19 Pandemic, which moved most of our faith formation activities to a virtual setting.

In addition to normal faith formation programming, the CE Commission worked hard in completing the faith formation components of the Racial Justice Audit and providing meaningful recommendations about how First Church can become a more anti-racist church in its faith formation programs, structure, and leadership.

Due to the Pandemic, the CE Commission also made an effort to reach out to families of youth and children, most of whom were not attending Zoom Sunday School or Worship Service. Twice, the CE Commission sent polls to families with children to see how they are doing and to assess when they might feel comfortable bringing their children to the sanctuary. While the Covid numbers were never low enough to allow in-church planning, we learned that families whose children are old enough to be vaccinated would be open to Sunday School in a large room, like the Community Hall.

In the meantime, Rev. Sam, in consultation with the CE Commission, worked creatively to attempt to meet the spiritual needs of children and youth. While Sunday School via Zoom provided meaningful content and conversations each Sunday, it failed to attract many children and youth – primarily due to Zoom fatigue, experienced both by the children and their families. In order to provide more opportunities for children to engage in the face of this challenge, we initiated an outdoor series of children's worship services with People's UCC.

Other highlights for youth included a Middle School class on the book Harbor Me and a comprehensive Confirmation season, led by Rev. Amanda. CE supported Confirmation by helping arrange two outdoor gatherings, one about discipleship hosted by the Church of the Saviour in Adams Morgan; and the second about service and interfaith partnership, hosted by the Sikh Gurdwara in Rockville, MD.

While Adult Faith Formation offerings were more limited because of the Pandemic, we were grateful to Andrew Hamilton's constant leadership with Bible Workbench and the Theology Book Club. We also hosted two series of nurtures to help us on our journey to become a more anti-racist church: 1) Micro- aggressions and Intent vs Impact led by Lynaya Morris; and 2) Sankofa Nurture Series: Learning from our Past Through a Lens of Reconciliation and Praying for a Future of Transformation

Below is a Summary of What We Accomplished in 2021:

Activities that Have Helped Advance Our Anti-Racist Efforts

- Initiated a monthly outdoor service with People's UCC Church, a primarily African-American church. We had 3 in 2021 (September – November), with more planned in 2022, from January– March.
- Acquired adult and baby Jesus dolls that resemble Jesus' African ancestry.
- Acquired a communion poster from Illustrated Ministries of an African-American Jesus.
- Had Youth reflect upon the question, "Where do we go from here: Chaos or Community?" during the Sunday service that honored the life and legacy of Dr. Rev. Martin Luther King, Jr.
- Led a Middle School book series for 5th through 7th graders about creating safe spaces where we can truly listen to and hear one's stories across races, ethnicities and genders. The book was Harbor Me by Jacqueline Woodson.
- We held a series of anti-racism nurtures including:
 - "Sankofa: Learning from our Past Through a Lens of Reconciliation and Praying for a Future of Transformation", led by Rev. Dr. Ron Hopson.
 - "What does God require of us to build an anti-racist world?", led by Lynaya Morris, M. Ed; MDiv.

Other Important Activities that Have Helped Deepen Our Faith

- Zoom Sunday School – Throughout the year, Rev. Sam provided Zoom Sunday School for his Pre-K to 6th graders. We initially used the Growing in Grace and Gratitude curricula. In the Fall, we moved to the Follow Me Curricula, which helped us learn specific spiritual practices.
- Confirmation – To support Confirmation, CE helped arrange two outdoor gatherings. The first was based upon discipleship where the Confirmands learned about living out our faith by creating a just world. This included a walking tour of the Church of the Saviour Ministries in the Adams Morgan neighborhood. We visited Jubilee Housing, Jubilee Jobs, Christ House, Joseph's House and Life Asset. Our second gathering was grounded in developing appreciation for Interfaith siblings and serving others. The Confirmands spent a day with their hosts, a Sikh

gurdwara in Rockville, MD. They assisted in their 'drive thru' food pantry, serving those families who are struggling because of the pandemic. They also worshiped with the Sikh in their temple, and learned about the importance of female leadership in the Sikh community.

- Summer Sunday School – we hosted a virtual Summer Sunday School based upon the theme of Compassion.
- Theology Book Club - the group read and discussed a range of books this year: Dietrich Bonhoeffer's classic *The Cost of Discipleship*, Greg Boyle's second book *Barking to the Choir* (on radical kinship), two works of biblical interpretation—Paula Frederiksen's *Jesus of Nazareth: King of the Jews*, about the historical Jesus, and *Borders & Belonging*, a study of the book of Ruth co-authored by the poet Padraig O Tuama and the theologian Glenn Jordan— and two less overtly "theological" books: Ety Hillesum's *An Interrupted Life* (a memoir of a young Jewish woman living in Nazi-occupied Holland during WWII) and *The Five Invitations: Discovering What Death Can Teach us about Living Fully* by Frank Ostaseski, founding director of the Zen Hospice Project in San Francisco. Due to scheduling challenges and other demands on the time of regular participants, the group is currently on hold. CE is working to reconstitute the group in 2022.
- The Annual Christmas Pageant – we had a wonderful hybrid Christmas Pageant that included 35 children and youth. Due to the various comfort levels of families around in-person participation because of the pandemic, the pageant was a combination of pre-recorded components from home and from Garfield Park, as well as a live production on the 3rd Sunday of Advent.
- Young Adults – Young Adults continue to be a growing, beloved and vital part of the Congregation. Rev. Sam provides pastoral support to the Young Adults, including convening their monthly zoom meetings.

The Christian Education Commission is extremely appreciative of the creative and spirit-filled events that Rev. Sam McFerran has led while we have not been able to gather at 10th and G. We look forward to the next year with hope and confidence.

SOCIAL ACTION AND AWARENESS COMMISSION (SAAC)
ANNUAL REPORT 2021

Social Action and Awareness Commission (SAAC) Members

Rev. Jason Carson Wilson (co-chair, rep to council)

Gail Sonnemann (co-chair, WIN rep)

Jamey Moore (rep for Sanctuary Committee)

Michael Hopkins (rep for Potomac Assoc. Justice+Witness Ministries)

Janneke Ratcliffe (Drop In Center coordinator, Sasha Bruce Youthwork liaison)

J.D. Okorie-Dunn

Rev. Amanda Hendler-Voss (staff, convenor of Anti-Racism

Committee)Additional participants

Susan Saudek (chair of Sanctuary Committee)Priscilla Waters (volunteer)

Peter Tracey (Sanctuary Committee) Cynthia Hobbes (Sanctuary Committee)

During 2021 nearly all of SAAC planning and outreach activities were carried out online and in personvolunteer activities were limited due to the pandemic, for example: the Drop In Center (DIC) for Homeless Youth offered meals-to-go program, Shaw Community Center continued to be closed, etc.

Racial Justice Audit & Anti-Racism Task Force

Social Action & Awareness Commission (SAAC) and the Anti-Racism Task Force did a variety of work to build an infrastructure to support First Church's mission to become an anti-racist congregation in 2021. That work includes creating a living document that outlines our external and internal actions and commitments. It also included taking stock on where we are on our journey toward becoming an anti- racist congregation.

Drafting an advocacy policy--with a focus on racial justice--helped SAAC discern and discuss what concrete actions are necessary to achieve our goal. Gathering input from the congregation and leadership helped bring us from a draft and to an approved document. This document, for example, empowers Senior Minister Amanda Hendler-Voss to speak out on behalf of First Church about particular issues in certain instances.

SAAC took an active role in the Racial Justice Audit process. Commission members reviewed the entire Racial Justice Audit document to pinpoint, which questions were pertinent, and then began in-depth discussions about how to answer them. The latter, of course, culminated in drafting and editing the answers to those questions before

ultimately submitting them. As information gathering steps, SAAC queried the congregation for awareness of racial justice issues, and compiled its own analysis of relationships with ally organizations.

The Racial Justice Audit prompted SAAC to review how we determine things like Second Sunday offering beneficiaries; how to meaningfully engage with churches of color (particularly UCC congregations); how to be intentional about developing a genuine relationship with Howard University; how to support people of color in our congregation; and how to diversify our music program.

This work supported the activities that fellow commissions and leadership completed in our joint effort to put a yellow brick in the yellow brick road leading toward justice and becoming an anti-racist congregation and moving to refine a comprehensive plan to dismantle racism.

Second Sunday Offerings

SAAC managed the following Second Sunday and special offerings in 2021. Based on Racial Justice Audit results, SAAC plans to reevaluate the method of selecting Second Sunday recipients, by incorporating a racial justice lens and increasing collaboration with the congregation.

January – Showing Up for Racial justice (SURJ) \$925.

February – Seabury Aging in Place & Thrive DC & Life Asset \$860. March – UCC One Great Hour of Sharing \$2075.

April - Anacostia Watershed \$695. May – Food Justice DMV \$1,000.

June – Shaw Community Center \$1045. July – Street Sense DC \$1065.

August – Amos Health and Hope \$395.

September – UCC Haiti Appeal & Lutheran Social Services of the Capitol Area \$2585.

October – UCC Neighbors in Need \$1175.

November – UCC Strengthen the Church & Through Piscataway Eyes \$685 December – UCC Christmas Fund \$900

Christmas Eve - Olaiya's Cradle \$1315

Anti-Racism Committee (formerly Task Force)

Members: Diane Brenneman, Karen Byrne, Jason Carson Wilson, Lucille Dickinson, Laura Johnson, Jessica Prentice, LaTayna Purnell, Janneke Ratcliffe, Gail Sonnemann, Priscilla Waters

The Task Force renamed itself a Committee, because it is an on-going function of the church, and in 2021 determined that the focus of its work would be on education and training for adults. Significant work of the Committee has been 1) drafting and carrying through review and discussion to congregational approval a statement being an anti-racist church, 2) auditing adult anti-racism education as part of the Racial Justice Audit, 3) serving as a catalyst for anti-racism adult education activities.

Sanctuary Committee

Members: Susan Saudek (Chair) Peter Tracy, James Moore, Cynthia Hobbs, Lindsay Swisher, Joe Mills.

We continued our immigration advocacy by participating in public witness activities along with the following groups, Congregation Action Network, United We Dream, ICE Out of DC, and the CAIR Coalition. We were very disappointed that despite our efforts, Congress continues to refuse to take up a vote on the Build Back Better bill that contains a section that provides a path to citizenship for 11 million immigrants already living in the USA.

The committee voted to enter a relationship with Lutheran Social Services National Capitol Area's GoodNeighbor Program in the resettlement of Afghan refugees in the DMV. We established a partnership with the Rockville Sikh Gurdwara as we prepare to take on the accompaniment of an Afghan family in Arlington VA in early 2022.

Drop-In Center for Homeless Youth

Volunteers: Janneke Ratcliffe, coordinator, Polly Gordon, Nan McConnell, Diane Brennamen, Priscilla Waters, Rev. Amanda Hendler-Voss, Kim Darling, Gail Sonnemann, Jean Alexander, Matthew LaGamma

The Drop in Center started 2021 by maintaining a presence outside the church at the corner every Tuesday with testing and a table stocked with supplies. A small core of stalwart volunteers braved cold and then heat and thunderstorms until August when we opened the church to offer box meals from 5 to 8 pm. In September, we welcomed Jarred Bowman as the coordinator, and he has been a terrific addition - bringing valuable experience as a middle and high school youth coordinator for the Black Swan Academy

and an Early Childhood Policy Analyst, as well as new energy, compassion and commitment to this program. He is a true blessing.

In November and December we held special holiday meals - First Church provided the pies - and passed out warm clothing. We had only a small handful of regular volunteers this year and are in awe of their dedication and willingness to show up during the ongoing pandemic. Additional volunteers were trained in 2021 and await opportunities to serve in the future. Table Church and Stand Up for Kids sent volunteers beginning again in October. We are still not fully open, and traffic we get is well below pre-pandemic levels but growing, and includes a few familiar Sasha Bruce faces and some new folks. A new training session will be offered sometime early in 2022 for those interested in possibly volunteering one day, or who want to know more about the challenges and services for DC's homeless youth.

Potomac Association Justice+Witness DC

Volunteers: Michael Hopkins, coordinator, Lucille Dickinson, Rev. Jason Carso Wilson, Gail Sonnemann

First Church played an important role in the housing justice efforts of the Potomac Association Justice+Witness DC Team in 2021. There were two key initiatives - in the spring, the team partnered with the DC Grassroots Planning Coalition to advocate for revisions to Councilman Mendelson's amendment to the DC Comprehensive Plan. This effort included a significant social media campaign with many graphics shared on Instagram and Facebook and a "tweet storm" directed to DC Council Members, particularly highlighting the Council on Racial Equity statement that the bill would certainly exacerbate racial inequities. The final bill is still problematic, but much less so due to our work - there is stronger language to keep developers accountable, deeply affordable housing was defined and made a priority throughout the plan, and racial equity was added as a required analysis.

In fall 2021, the team pursued a two-pronged approach to prevent eviction. First, the DC Team coordinated a number of clinics at various UCC churches (including First Church on November 9th, which was staffed by Gail Sonnemann) to help those in need of pandemic rent forgiveness apply to the STAY DC program. At many locations, COVID-19 and flu vaccination was also provided on-site. Second, the team helped advocate for the Cancel Rent DC platform to shift the burden of rent forgiveness from the tenant to the landlord.

Washington Interfaith Network

First Church decided to fully fund WIN dues in 2021 as an effective way to leverage power for good in the city. First Church individuals participated in housing justice actions, and social media advocacy for affordable housing on Reservation 13. In 2021 WIN supported green jobs and green building initiatives.

Thanks to Gail Sonnemann, Fredda Sparks, Allison Truhlar, and David Greer for their participation in WINevents.

Olive Oil Ministry

For the fourth year, SAAC joined an interdenominational network of churches headed by the Middle-EastCommittee of Westmoreland Congregational UCC, to sell olive oil imported directly from an organic farm near Bethlehem, named "Tent of Nations." A December 2021 holiday sale of olive oil and other products from Palestine took place coordinated by Susan Saudek.

Downtown Cluster of Congregations

Based on SAAC decisions in 2020, this year we sent a half portion of dues, disengaged from participationand will phase out financial contributions and participation in 2022. This decision was based on discernment of the effective use of First Church resources.

OUTREACH AND MEMBERSHIP COMMISSION ANNUAL REPORT 2021

Goals: To make visitors and new members feel welcomed and fully informed about our First Church community; to work with other commissions to publicize the church and its many opportunities to the wider community.

Commission Members Mike Zawada, chair Ellen Bushmiller
Patrick Darling-LaGamma Matthew LaGamma
Meg Maguire Priscilla Waters
Alyx Cheng (volunteer, website)

Prior to March 2020, the activities of the Outreach and Membership Commission (O&M) could partly be thought of as having their origins at the front doors of 10th and G Streets NW and the narthex within.

Members, friends, visitors, newcomers, and first-timers came through the doors, embodying the purpose and role of O&M. Greeters welcomed those entering. Members and friends found their reusable name tags. First-time guests wrote their names on disposable name tags and were encouraged to fill out a "blue card." Individuals who had expressed interest in learning more about membership would cross the narthex on their way to an Inquirer's Gathering upstairs. The pandemic is redefining what it means to attend a church, to belong to a church family, and to be involved in the life of a church. With Reverend Amanda's insights, during our monthly meetings throughout 2021, O&M discussed outreach needs and opportunities. Since June 2020, O&M has noted attendance patterns among members, friends, and newcomers to ensure that relationship with everyone in our church family is maintained. Accordingly, O&M members have reached out to some members of the congregation we haven't seen or heard from in a while. The Racial Justice Audit prompted O&M to take a closer look on what it means to be welcoming to and inclusive of all who "come through our doors," in person and online.

Key findings and recommendations include:

- First Church may also be off-putting and seemingly judgmental in our interactions, such as through questions about particular aspects of an individual's background (e.g., "What college did you attend?").
- O&M and First Church can be more intentional about our welcome to all who join us for worship and fellowship, including giving quick and meaningful follow-up with visitors.

- Additional awareness and education are needed for our congregation to be more actively welcoming; ongoing and follow-up efforts on the Racial Justice Audit should play a large part.
- First Church needs to demonstrate our honor of particular cultures and perspectives, such as those of African, Latinx, Asian and Pacific Islander, and Native descent, through our decisions (e.g., the art and exhibits we display), and be aware of the ways in which our demographics make it harder for some to walk through our doors or find home here.
- First Church should make an intentional study of who is in our neighborhood; leverage opportunities for publicity throughout the wider community and our building; advertise the church as a gathering spot and place of comfort, peace, and nurture for marches and rallies; and strengthen our existing relationships, such as with Peoples UCC and Howard University.

As regathering for in-person worship began in summer 2021, O&M resumed the role of scheduling ushers. O&M collaborated with Kim Darling on regathering and ushering protocols. In anticipation of expanded in-person worship in 2022, we plan to continue our recruitment efforts.

As we incrementally return to in-person worship and the nametags emerge from the narthex closet, O&M recognizes the importance of individuals being referred to by name as well as by the pronoun they prefer. Accordingly, new and reprinted nametags now have a space for one's pronouns.

O&M welcomes Kemmesha Thomas, our new Sunday Morning Coordinator, who assists with welcoming guests who may wish to connect to local services such as food pantries or shelter and also assists in ensuring our COVID-19 protocols are communicated and followed. With her public health background, she is truly an asset to our Sunday morning welcome team!

O&M gives thanks to Alyx Cheng for her continued efforts and leadership on First Church's website. Among other critical tasks, Alyx handled a needed website "theme" transition. We also express our appreciation to our own Matthew LaGamma for his commitment to keeping our congregation connected through his photography.

We are hopeful that 2022 will be a year of physical regathering, wherein we can once again enjoy congregating and worshipping in person. But we are also excited to remain committed to welcoming members, friends, and visitors who join us remotely.

Respectfully submitted, Mike Zawada

WORSHIP COMMISSION ANNUAL REPORT 2021

The members of the Worship Commission in 2021 were Rev. Laura Johnson (Chair), Abigail Cipparone (Council Rep), Lucille Dickinson, Chris Byrne, and Mary Hayes. Senior Minister Rev. Amanda Hendler-Voss, Associate Minister Rev. Sam McFerran, and during his tenure Director of Music John Horman joined and participated in our monthly commission meetings.

As written by 2020 Chair Peter Byrne in the 2020 Annual Report, in summary, the duties of Worship Commission include:

“Worship Commission supports clergy and staff in creating weekly and special worship services, and provides useful feedback on the congregational experience of worship. Commission members assist in long-range worship planning; facilitate participation by all members in worship roles; plan periodic spiritual retreats for the congregation; set-up, decorate, and clean-up for worship and Communion; assist with design and hanging of banners; and coordinate and order needed supplies. Participation on the worship commission also educates a rotating set of congregants about how the knowledge, talents, and efforts of many come together to create spiritually enriching worship.”

The function of Worship Commission evolves with the needs and time, and in particular during 2021, the Worship Commission conducted and reported on the Worship portion of the Racial Justice Audit. It was a full and busy year for the Commission and each member put forward a great amount of time and effort in their duties.

Overview of 2021:

With 2021 beginning in the midst of the pandemic, one gift was that long-time church member Mary Hayes was able to join as a Worship Commission member while she resides in Costa Rica. We continued the wave of innovation from 2020 into 2021, starting off with Zoom services streamed live from the sanctuary. As vaccinations increased and covid19

infections decreased, we offered hybrid services, inviting 25 members to join in-person, while masked, and socially distant. We discussed and brainstormed how to cultivate a worship experience for those in the sanctuary and on the computer, tried new ideas, and tweaked processes (especially in terms of Communion). We used our creativity to adorn and decorate the chancel and Worship Table, and kept a close eye on worship supplies. We brainstormed worship themes that would be meaningful to congregants. Rev. Amanda and Rev. Sam invited multiple guest preachers to our in-person and virtual pulpit. Prior to Advent, we collectively decided to follow the Rev. Dr. Wilda C. Gafney's "Year W: A Women's Lectionary for the Whole Church" for the 2021-2022 church calendar year, which includes Dr. Gafney's own translation of the biblical texts.

Racial Justice Audit overview:

For the Racial Justice Audit, non-staff members of the Commission met regularly after our monthly Commission meetings, as well as on other dates, to brainstorm and craft a comprehensive audit. We extend gratitude to Kurt Fischbeck, who assisted us in our early planning stages. Our audit consisted of a listening session during the May Congregational Meeting, a section on the congregational survey, individual interviews with members of the congregation (we reached out to people of color in our congregation to participate in an interview), a comprehensive review of worship folders over the past two years, viewing live stream worship services of UCC churches in the Central Atlantic Conference, and interviewing Rev. Amanda Hendler-Voss on her experience and certificate in Black Church Studies. We met regularly in the fall months to compile our data to answer the questions on Survey Monkey Audit, and finalize our report to Council with findings and recommendations for the future. Each member of this Commission spent a great deal of time, energy, and spirit into this work, and I deeply commend them for their hard work.

Extension of Gratitude:

Members of the Worship Commission would like to extend deep gratitude to the ministers, Rev. Amanda and Rev. Sam, for their skills, care, and ability to adapt to the ever-changing and challenging times. We appreciate Rev. Sam's time and effort toward making beautiful picture slideshows for Memorial Services, Homecoming, All Saints Day, and Christmas Eve; allowing us to see each other in moments of joy while not always physically together. We are deeply grateful to former Director of Music John Horman for his leadership, music talents, dedication, creativity, and sense of humor. We extend thanks to Dr. Karen Bartman and Dennis Turner for not missing a beat and providing music on the piano and organ following John's retirement. We also appreciate Polly Gordon's leadership of the choir following John's retirement. We extend deep gratitude to our Zoom Moderators Alyx Cheng, Allison Truhlar, and Abigail Cipparone, as well as our Sound Designers Tom Sowers

and Graham Marsh. Their dedication, passion, and gifts for quick problem solving have been huge assets to this community. We also appreciate the work of the Re-gathering Task Force, led by Kim Darling, who combed through the research and helped us make important decisions about worship services. We thank Matthew LaGamma for taking photos of the Communion Table for the Zoom transition photo during special seasons. We thank Byron Adams, Cindy Dobbs, Trista Dunlap, and Ines Marquez for their support and assistance with setting up the sanctuary and ordering supplies.

Special Worship services of 2021:

- Youth and congregants provided reflections and testimonies during the Sunday worship of the Rev. Dr. Martin Luther King Jr. Day
- Joint Worship Service with Peoples Congregational United Church of Christ, including CoffeeHour with members of both churches
- Ash Wednesday, Maundy Thursday, and Easter Sunday
- Young Adults led worship services in May and August
- On Pentecost Sunday we celebrated Confirmation
- Pride Sunday
- We celebrated and honored Director of Music John Horman upon his retirement
- Rev. Sam provided three fall outdoor worship services in collaboration with Peoples Congregational UCC for families and children
- Labor Justice Sunday and All Saints Day (which included a slideshow of loved ones)
- In November, Middle School Youth led a Call to Worship, sharing about their learning from a collective book read
- Services of Baptism of: Jesse Thayer, Arthur Mills, and Beatrice Heming
- Blue Christmas Service with personal testimonies
- Due to the Omicron variant, we had a beautiful Christmas Eve service that was live streamed from the sanctuary

Guest preachers this year included:

- Rev. Dr. Audrey Price, Executive for Missional Implementation in the Southern New England Conference of the UCC
- Rev. Brandon Harris, Peoples Congregational UCC, Washington DC
- Rev. Aubra Love, Christ Congregational Church, Silver Spring MD
- Rev. Lawrence Tanner Richardson, Linden Hills UCC, Minneapolis MN
- Member in Discernment LaTanya Purnell
- Felicia Zamora, M.Div., formerly delegations coordinator for public health non-profit organizations PROVADENIC and AMOS Health and Hope in Nicaragua
- Sandy Sorenson, Director of the UCC Justice and Witness Ministries, DC Office
- Rev. E. West McNeill, Labor-Religion Coalition of the New York State and tri-chair of the New York State Poor People's Campaign

- Rev. Dr. Ron Hopson, Associate Professor of Psychology and Divinity at Howard University
- Rev. Dr. David Lindsey, Executive Director of the Interfaith Council of Metropolitan Washington
- Rev. Freeman Palmer, Conference Minister for the Central Atlantic Conference of the United Church of Christ
- Rev. Frederick Robinson, former Interim Pastor of Holy Covenant UCC, Charlotte NC

Themes:

- Lent: "Again and Again"
- Summer: "Wade in the Water"
- Fall Stewardship: "Rooted in Love"
- Advent: "Close to Home"

Other items of note:

- Under the leadership of Lucille Dickinson, we coordinated the ordering of Easter Lilies and Christmas Poinsettias, as well as decorated the sanctuary with greens for Advent and Christmas.
- Mary Hayes notified worship leaders and participants of comments in the Zoom chat box.
- We appreciate the large amount of work Abigail Cipparone did for the Racial Justice Audit Congregation-wide survey.
- Under the leadership of Chris Byrne, we plan to have a Worship Closet clean out in early 2022. Chris also provided assistance with changing the banners throughout the year.

Blessings, Laura Johnson

PLEDGE STATISTICS 2019 to 2022

Table I -- Pledging Summary

	2022 As of Jan 4, 2022	2021 As of Jan 31, 2021	2020 As of Jan 17, 2020	2019 As of Sep 1, 2019
Pledges	73	82	76	70
Persons Pledging	104	117	105	100
Total Amount	277,710	283,982	273,694	281,506
Average per pledge	3,804	3,463	3,601	4,022
Average per person	2,670	2,427	2,607	2,815

Table 2 -- Number of Pledges by Amount

1-599	8	12	12	7
600-999	6	7	9	10
1000-1999	17	18	15	15
2000-2999	9	10	7	8
3000-5999	20	24	22	19
6000 & over	13	11	11	11
TOTAL	73	82	76	70

Table 3 -- Changes in Amount Pledged

Pledges Continuing				
Increased	49	36	45	33
Unchanged	15	26	18	21
Decreased	2	6	3	8
New or returned	7	14	10	8
TOTAL	73	82	76	70

January 18, 2022

First Congregational Church
Balance Sheet
 As of December 31, 2021

	Total Endowment Fund and Capital Reserve	Total General Fund and Special Purpose	TOTAL
ASSETS			
Current Assets			
Bank Accounts			
Capital One 360	122,178.38	127,617.37	249,795.75
City First Bank Money Mkt	0.00	248,726.70	248,726.70
Endowment Fund Bank Accts			
SunTrust Holding Account for Endowment	1,333.11	0.00	1,333.11
Total Endowment Fund Bank Accts	\$ 1,333.11	\$ 0.00	\$ 1,333.11
SunTrust Joint Account	0.00	77,065.45	77,065.45
Total Bank Accounts	\$ 123,511.49	\$ 453,409.52	\$ 576,921.01
Other Current Assets			
Account Receivable	0.00	43,452.11	43,452.11
Adams Dental Insurance	0.00	42.38	42.38
Total Account Receivable	\$ 0.00	\$ 43,494.49	\$ 43,494.49
Prepaid Expenses	0.00	8,946.86	8,946.86
Reserve Held by Lincoln Properties	0.00	20,648.67	20,648.67
Total Other Current Assets	\$ 0.00	\$ 73,090.02	\$ 73,090.02
Total Current Assets	\$ 123,511.49	\$ 526,499.54	\$ 650,011.03
Other Assets			
Endowment Fund and Capital Reserve Fund Investments			
Vanguard FTSE Social Index Investment			
Vanguard FTSE Social Index Investment	112,052.26	0.00	112,052.26
Vanguard FTSE Social Index Investment unrealized gain or loss	208,386.08	0.00	208,386.08
Total Vanguard FTSE Social Index Investment	\$ 320,438.34	\$ 0.00	\$ 320,438.34
Vanguard Intermediate Term Investment Grade Total			
Vanguard Intermediate Term Investment Grade	319,429.08	0.00	319,429.08
Vanguard Intermediate Term Investment Grade Fund unrealized gain or loss	-6,173.55	0.00	-6,173.55
Total Vanguard Intermediate Term Investment Grade Total	\$ 313,255.53	\$ 0.00	\$ 313,255.53
Vanguard Short Term Inflation Protected Securities Fund Total			
Vanguard Short Term Inflation Protected Securities Fund	310,176.49	0.00	310,176.49
Vanguard Short Term Inflation Protected Securities Fund unrealized gain or loss	7,954.05	0.00	7,954.05
Total Vanguard Short Term Inflation Protected Securities Fund Total	\$ 318,130.54	\$ 0.00	\$ 318,130.54
Vanguard Total Bond Fund Total			
Vanguard Total Bond Fund	804,706.60	0.00	804,706.60
Vanguard Total Bond Fund unrealized gain or loss	536,491.45	0.00	536,491.45
Total Vanguard Total Bond Fund Total	\$ 1,341,198.05	\$ 0.00	\$ 1,341,198.05
Vanguard Total International Bond Index Total			
Vanguard International Bond Index	605,081.65	0.00	605,081.65

January 18, 2022

First Congregational Church
Balance Sheet
 As of December 31, 2021

	Total Endowment Fund and Capital Reserve	Total General Fund and Special Purpose	TOTAL
Vanguard Total International Bond Index unrealized gain or loss	12,446.82	0.00	12,446.82
Total Vanguard Total International Bond Index Total	\$ 617,528.47	\$ 0.00	\$ 617,528.47
Vanguard Total International Stock Index Fund Total			
Vanguard Total International Stock Index Fund	810,785.18	0.00	810,785.18
Vanguard Total International Stock Index Fund unrealized gain or loss	403,286.88	0.00	403,286.88
Total Vanguard Total International Stock Index Fund Total	\$ 1,214,072.06	\$ 0.00	\$ 1,214,072.06
Vanguard Total Stock Fund Total			
Vanguard Total Stock Fund	205,950.37	0.00	205,950.37
Vanguard Total Stock Fund unrealized gain or loss	2,254,278.18	0.00	2,254,278.18
Total Vanguard Total Stock Fund Total	\$ 2,460,228.55	\$ 0.00	\$ 2,460,228.55
Total Endowment Fund and Capital Reserve Fund Investments	\$ 6,584,851.54	\$ 0.00	\$ 6,584,851.54
Total Other Assets	\$ 6,584,851.54	\$ 0.00	\$ 6,584,851.54
TOTAL ASSETS	\$ 6,708,363.03	\$ 526,499.54	\$ 7,234,862.57
LIABILITIES AND EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
Accounts Payable (A/P)	0.00	13,102.46	13,102.46
Total Accounts Payable	\$ 0.00	\$ 13,102.46	\$ 13,102.46
Other Current Liabilities			
Income Received Before Applicable Period, owed to subsequent year budget			
Prepaid Occasional Use	0.00	3,804.25	3,804.25
Prepaid Pledges	0.00	8,580.00	8,580.00
Total Income Received Before Applicable Period, owed to subsequent year budget	\$ 0.00	\$ 12,384.25	\$ 12,384.25
Payroll Liabilities			
Pension Withholding Payable	0.00	(74.24)	(74.24)
Total Payroll Liabilities	\$ 0.00	(74.24)	(74.24)
Security Deposits received from renters, users	0.00	0.00	0.00
Washington Chorus security deposit	0.00	2,500.00	2,500.00
Table Church security deposit	0.00	2,000.00	2,000.00
Total Security Deposits received from renters, users	\$ 0.00	\$ 4,500.00	\$ 4,500.00
Total Other Current Liabilities	\$ 0.00	\$ 16,810.01	\$ 16,810.01
Total Current Liabilities	\$ 0.00	\$ 29,912.47	\$ 29,912.47
Long-Term Liabilities			
Capital Reserve Fund	563,008.84	0.00	563,008.84
Total Long-Term Liabilities	\$ 563,008.84	\$ 0.00	\$ 563,008.84
Total Liabilities	\$ 563,008.84	\$ 29,912.47	\$ 592,921.31

First Congregational Church
Balance Sheet
As of December 31, 2021

	Total Endowment Fund and Capital Reserve	Total General Fund and Special Purpose	TOTAL
Equity			
NET ASSETS			
Endowment Fund Net Assets			
Redevelopment proceeds	3,397,628.91	0.00	3,397,628.91
Restricted by Donor			
Griffis Bequest	15,093.41	0.00	15,093.41
Ross Trust donation 2007; one half of annual income to Mission budget	141,742.73	0.00	141,742.73
Total Restricted by Donor	\$ 156,836.14	\$ 0.00	\$ 156,836.14
Restricted by Specific Church Action (Ruth Shinn's bequest)	104,300.00	0.00	104,300.00
Unrestricted			
Other - Cumulative Unrestricted Endowment	1,797,851.33	0.00	1,797,851.33
Total Unrestricted	\$ 1,797,851.33	\$ 0.00	\$ 1,797,851.33
Total Endowment Fund Net Assets	\$ 5,456,616.38	\$ 0.00	\$ 5,456,616.38
Funds Restricted by Church Action (Marlene Ross and 2 smaller bequests)	0.00	520,000.00	520,000.00
Total Funds Restricted by Church Action	\$ 0.00	\$ 520,000.00	\$ 520,000.00
General Fund Net Assets			
Dedicated General Fund Balances			
Memorials			
Peg Lorenz	0.00	300.00	300.00
Anne Griffis	0.00	1,125.05	1,125.05
Barbara Hayes	0.00	50.00	50.00
Bruce Hanson	0.00	385.00	385.00
Claricia Cummings	0.00	1,100.00	1,100.00
Dwight Marsh	0.00	130.00	130.00
Griffis, Richard	0.00	368.00	368.00
Ruth Shinn	0.00	1,250.00	1,250.00
Total Memorials	\$ 0.00	\$ 4,708.05	\$ 4,708.05
Total Dedicated General Fund Balances	\$ 0.00	\$ 4,708.05	\$ 4,708.05
Unrestricted General Fund Assets	0.00	63,187.87	63,187.87
Total General Fund Net Assets	\$ 0.00	\$ 67,895.92	\$ 67,895.92
Total NET ASSETS	\$ 5,456,616.38	\$ 587,895.92	\$ 6,044,512.30
Retained Earnings	(45.00)	295.00	250.00
Net Income in 2021	688,782.81	(91,603.85)	597,178.96
Total Equity	\$ 6,145,354.19	\$ 496,587.07	\$ 6,641,941.26
TOTAL LIABILITIES AND EQUITY	\$ 6,708,363.03	\$ 526,499.54	\$ 7,234,862.57

**First Congregational Church
2021 Budget to Actuals**

	Actual	Budget	2021 over Budget	% of Budget	Comments
Income					
INCOME					
GENERAL INCOME					
A. Pledges					
1	Pledges--Current	260,728.54	280,000.00	-19,271.46	93.12%
2	Pledges--Prior Year	16,409.00	20,000.00	-3,591.00	82.05%
3	Unpledged	5,890.70	7,500.00	-1,609.30	78.54%
4	Total A. Pledges	\$ 283,028.24	\$ 307,500.00	-\$ 24,471.76	92.04%
B. Other Income - General Fund					
5	Investment	531.35	850.00	-318.65	62.51%
6	Other income - COVID credits	27,049.93	0.00	27,049.93	
7	Other income - other	6,354.76	0.00	6,354.76	
8	Total B. Other Income - General Fund	\$ 33,936.04	\$ 850.00	\$ 33,086.04	
C. Building use					
1. Lease agreements					
9	Flex Space lease	5,000.00	35,000.00	-30,000.00	14.29%
10	Pathways to Housing lease	44,184.00	44,184.00	0.00	100.00%
11	Total 1. Lease agreements	\$ 49,184.00	\$ 79,184.00	-\$ 30,000.00	62.11%
2. Shared Use Agreements					
12	Committee of 100 shared use agreement	7,784.00	7,283.00	501.00	106.88%
13	Congressional Chorus	0.00	0.00		New shared user in late 2021
14	Encore Chorale Agreement	4,293.99	7,000.00	-2,706.01	61.34%
15	Table Church	24,382.00	20,800.00	3,582.00	117.22%
16	Washington Bach Consort	12,594.00	6,000.00	6,594.00	209.90%
17	Washington Hebrew Congregation		0.00	0.00	
18	Total 2. Shared Use Agreements	\$ 49,053.99	\$ 41,083.00	\$ 7,970.99	119.40%
19	3. Occasional Use	24,729.75	25,000.00	-270.25	98.92%
20	4. Parking space lease with LAZ	14,558.87	2,014.00	12,544.87	722.88%
21	Total C. Building use	\$ 137,526.61	\$ 147,281.00	-\$ 9,754.39	93.38%
D. Transfers from Endowment Funds					
22	1. Transfer from Endowment Fund - Ops	148,600.00	148,600.00	0.00	100.00%
23	2. Transfer from Endowment Fund - Mission	9,350.00	9,350.00	0.00	100.00%
24	Total D. Transfers from Endowment Funds	\$ 157,950.00	\$ 157,950.00	\$ 0.00	100.00%
25	E. Transfer from Special Funds	0.00	0.00	0.00	"Special Funds" cover deficit (line 177); they are \$520,000 in bequests received since late 2019 not yet assigned to the endowment fund.
26	F. Contributions for Flowers	1,333.23	0.00	1,333.23	
27	G. Second Sunday Offerings		12,500.00	-12,500.00	0.00%
28	a. JANUARY	925.00	0.00	925.00	For SURJ
29	b. FEBRUARY	860.00	0.00	860.00	For Seabury, ThriveDC, and Life Asset

**First Congregational Church
2021 Budget to Actuals**

		2021			% of Budget	Comments
		Actual	Budget	over Budget		
30	c. MARCH	2,075.00	0.00	2,075.00		For UCC's OGHS
31	d. APRIL	695.00	0.00	695.00		For Anacostia Watershed Soc.
32	e. MAY	1,000.00	0.00	1,000.00		For Food Justice DMV
33	f. JUNE	1,045.00	0.00	1,045.00		For Shaw Community Ctr
34	g. JULY	875.00	0.00	875.00		For Street Sense
35	h. AUGUST	395.00	0.00	395.00		For AMOS Health and Hope
36	i. SEPTEMBER	2,585.00	0.00	2,585.00		For UCC Haiti Appeal and Lutheran Social Services of National Capital region
37	j. OCTOBER	1,175.00	0.00	1,175.00		For UCC's NIN
38	k. NOVEMBER	685.00	0.00	685.00		For Through Piscataway Eyes and UCC's Strengthen the Church
39	l. DECEMBER	900.00	0.00	900.00		For UCC's Christmas Fund
40	Total G. Second Sunday Offerings	\$ 13,215.00	\$ 12,500.00	\$ 715.00	105.72%	
41	H. Other special offerings	4,025.01	0.00	4,025.01		\$1,269 Shaw, \$1,365 Christmas Eve, \$1,391 Olive Oil
42	Total GENERAL INCOME	\$ 631,014.13	\$ 626,081.00	\$ 4,933.13	100.79%	
Expenses						
GENERAL EXPENSES						
A. BENEVOLENCE and SECOND SUNDAY						
43	Downtown Cluster	500.00	500.00	0.00	100.00%	
44	Our Church's Wider Mission	30,000.00	30,000.00	0.00	100.00%	
45	3. Penn Quarter		0.00	0.00		
45	Potomac Association	6,648.00	6,648.00	0.00	100.00%	
46	Wash. Interfaith Network	2,500.00	2,500.00	0.00	100.00%	
47	Congregation Action Network					
48	Shaw Community Center					
49	Second Sunday Offerings		12,500.00	-12,500.00	0.00%	
50	a. JANUARY	925.00	0.00	925.00		
51	b. FEBRUARY	860.00	0.00	860.00		
52	c. MARCH	2,075.00	0.00	2,075.00		
53	d. APRIL	695.00	0.00	695.00		
54	e. MAY	1,000.00	0.00	1,000.00		
55	f. JUNE	1,045.00	0.00	1,045.00		
56	g. JULY	875.00	0.00	875.00		
57	h. AUGUST	395.00	0.00	395.00		
58	i. SEPTEMBER	2,585.00	0.00	2,585.00		
59	j. OCTOBER	1,175.00	0.00	1,175.00		
60	k. NOVEMBER	685.00	0.00	685.00		

**First Congregational Church
2021 Budget to Actuals**

		2021			% of Budget	Comments
		Actual	Budget	over Budget		
61	I. DECEMBER	900.00	0.00	900.00		
62	Total 6. Second Sunday Offering	\$ 13,215.00	\$ 12,500.00	\$ 715.00	105.72%	
63	Other special offerings	4,025.01	0.00	4,025.01		
64	Total A. BENEVOLENCE and SECOND SUNDAY	\$ 56,888.01	\$ 52,148.00	\$ 4,740.01	109.09%	
B. CAPITAL						
65	1. Major Repairs	25,173.88	20,000.00	5,173.88	125.87%	
66	2. Transfer to Planned Capital Replacement Reserve	42,500.00	42,500.00	0.00	100.00%	
67	Total B. CAPITAL	\$ 67,673.88	\$ 62,500.00	\$ 5,173.88	108.28%	
C. FACILITIES						
1. FCC Share of Lincoln Properties Expense						
68	a. LPC Taxes & Insurance	1,500.00	4,600.00	-3,100.00	32.61%	
69	b. LPC Administrative Expense	598.13	800.00	-201.87	74.77%	
70	c. LPC Utilities	64,131.04	55,000.00	9,131.04	116.60%	
71	d. LPC Repairs & Maintenance	34,463.09	30,000.00	4,463.09	114.88%	
72	e. LPC Management Fee	12,644.94	21,600.00	-8,955.06	58.54%	
73	f. LPC Payroll	9,908.24	8,000.00	1,908.24	123.85%	
74	Total 1. FCC Share of Lincoln Properties Expense	\$ 123,245.44	\$ 120,000.00	\$ 115,245.44	102.70%	
3. Maintenance and Supplies not via LPC						
75	Audio Visual/IT Support	9,891.42	8,680.00	1,211.42	113.96%	
76	Consumable Maintenance Supplies	1,527.32	3,500.00	-1,972.68	43.64%	
77	Equipment Maint not covered by LPC	7,303.99	2,500.00	4,803.99	292.16%	
78	Instrument Maintenance	2,854.24	3,650.00	-795.76	78.20%	
79	Other Maint and Supp not via Lincoln Properties	593.05	500.00	93.05	118.61%	
80	Total 3. Maintenance and Supplies not via LPC	\$ 22,170.02	\$ 18,830.00	\$ 3,340.02	117.74%	
81	4. Event Space Marketing	682.45	690.00	-7.55	98.91%	
82	5. Property and professional liability, umbrella	24,583.00	25,000.00	-417.00	98.33%	
83	6. Facilities Commission	250.00	600.00	-350.00	41.67%	
84	7. Occasional use coverage	7,025.81	4,000.00	3,025.81	175.65%	
85	Total C. FACILITIES	\$ 177,956.72	\$ 169,120.00	\$ 8,836.72	105.23%	
D. MINISTERIAL PROGRAM						
1. Senior Minister						
86	a. Salary, Housing Allowance, Soc Sec offset	90,426.18	90,426.00	0.18	100.00%	
87	b. Health Insurance	13,462.02	13,462.00	0.02	100.00%	
88	c. Life Insurance & Disability	1,260.00	1,260.00	0.00	100.00%	
89	d. Pension	11,760.00	11,760.00	0.00	100.00%	
90	e. Continuing education	875.00	1,000.00	-125.00	87.50%	
91	f. Reimbursable Expenses	1,281.21	2,650.00	-1,368.79	48.35%	
92	Total 1. Senior Minister	\$ 119,064.41	\$ 120,558.00	-\$ 1,493.59	98.76%	
93	2. Guest Preachers	3,500.00	3,500.00	0.00	100.00%	
94	7. Pastor's Discretionary	1,249.92	1,000.00	249.92	124.99%	
95	Total D. MINISTERIAL PROGRAM	\$ 123,814.33	\$ 125,058.00	-\$ 1,243.67	99.01%	
E. PARISH						
96	150th Celebration Programming		0.01	-0.01	0.00%	
96	Care of Parish	70.50	1,580.00	-1,509.50	4.46%	

**First Congregational Church
2021 Budget to Actuals**

		2021			% of Budget	Comments
		Actual	Budget	over Budget		
Child Care						
97	a. Child Care Workers		2,496.00	-2,496.00	0.00%	
98	b. Child Care Workers payroll tax expense		200.00	-200.00	0.00%	
99	Total Child Care	\$ 0.00	\$ 2,696.00	-\$ 2,696.00	0.00%	
Christian Education						
100	a. Christian Education Commission	1,587.47	2,800.00	-1,212.53	56.70%	
101	b. Youth Service Project Expenses	3,243.96	3,000.00	243.96	108.13%	
c. Associate Minister						
102	A. Assoc. Salary	58,548.62	57,601.44	947.18	101.64%	
103	D. Assoc. Health Stipend	2,987.66	2,987.74	-0.08	100.00%	
104	E. Assoc. disability insurance	864.00	865.00	-1.00	99.88%	
105	F. Assoc. Retirement benefit	5,759.52	5,760.00	-0.48	99.99%	
106	G. Assoc. Professional Development	184.71	250.00	-65.29	73.88%	
107	Total c. Associate Minister	\$ 68,344.51	\$ 67,464.18	\$ 880.33	101.30%	
108	Total Christian Education	\$ 73,175.94	\$ 73,264.18	-\$ 88.24	99.88%	
109	Conf. & Mtg. Expenses	130.00	700.00	-570.00	18.57%	
110	Contingency	299.19	2,563.79	-2,264.60	11.67%	
111	Finance Commission		0.00	0.00		
112	Flowers	1,333.23	0.00	1,333.23		
Music Director						
113	a. Music Director Salary	24,389.21	41,835.83	-17,446.62	58.30%	
114	b. Music Director Payroll Taxes	1,911.72	3,200.44	-1,288.72	59.73%	
115	c. Music Director Health Stipend	600.62	1,156.80	-556.18	51.92%	
116	d. Music Director Retirement benefit	871.65	2,092.00	-1,220.35	41.67%	
117	f. Music Director Prof. Dev.	300.00	300.00	0.00	100.00%	
118	Total Music Director	\$ 28,073.20	\$ 48,585.07	-\$ 20,511.87	57.78%	
Music post June 2021						
119	Search committee	126.11	0.00	126.11		
120	Substitutes	6,800.00	0.00	6,800.00		
121	Total Music post June 2021	\$ 6,926.11	\$ 0.00	\$ 6,926.11		
Office						
122	Accounting System	1,963.42	2,436.00	-472.58	80.60%	
123	Bank Charges	572.75	160.00	412.75	357.97%	
124	Giving Fees	2,101.53	2,400.00	-298.47	87.56%	
125	Internet and Cable - monthly	2,488.91	2,580.00	-91.09	96.47%	
126	Licenses and Fees	108.70	0.00	108.70		
127	Office equipment maintenance	5,046.92	5,650.00	-603.08	89.33%	
128	Postage	469.20	120.00	349.20	391.00%	
129	Printing & Office Supplies	2,982.51	2,000.00	982.51	149.13%	
130	Telephone - monthly	2,240.88	1,815.00	425.88	123.46%	
131	Workers Compensation Insurance	1,942.00	2,500.00	-558.00	77.68%	
132	Total Office	\$ 19,916.82	\$ 19,661.00	\$ 255.82	101.30%	

**First Congregational Church
2021 Budget to Actuals**

		2021			% of Budget	Comments
		Actual	Budget	over Budget		
133	A. Building Manager salary	59,085.76	61,764.02	-2,678.26	95.66%	
134	B. Building Manager payroll tax expense	4,435.01	4,724.95	-289.94	93.86%	
135	C. Building Manager insurance	9,180.00	9,180.00	0.00	100.00%	
136	D. Building Manager Retirement benefit	2,026.80	2,027.00	-0.20	99.99%	
137	E. Building Manager disability insurance	868.68	869.00	-0.32	99.96%	
138	F. Building Manager Professional Development	250.00	250.00	0.00	100.00%	
139	Total Building Manager	\$ 75,846.25	\$ 78,814.97	-\$ 2,968.72	96.23%	
Office Assistant						
140	A. Office Assistant salary	32,422.45	31,585.32	837.13	102.65%	
141	B. Office Assistant payroll tax expense	2,480.29	2,416.28	64.01	102.65%	
142	C. Office Assistant Health Stipend	3,774.66	4,701.20	-926.54	80.29%	
143	D. Office Assistant Retirement Expense	737.12	1,106.00	-368.88	66.65%	
144	E. Office Assistant disability insurance	315.92	474.00	-158.08	66.65%	
145	F. Office Assistant Professional Development	(3.12)	500.00	-503.12	-0.62%	
146	G. Office Assistant Vacation Coverage	3,007.76	1,100.00	1,907.76	273.43%	
147	Total Office Assistant	\$ 42,735.08	\$ 41,882.80	\$ 852.28	102.03%	
Sexton						
148	A. Sexton salary	30,544.92	30,716.00	-171.08	99.44%	
149	B. Sexton payroll tax expense	2,584.19	2,398.73	185.46	107.73%	
150	C. Sexton Health Stipend	3,876.08	3,875.90	0.18	100.00%	
151	D. Sexton retirement expense	1,007.16	1,008.00	-0.84	99.92%	
152	E. Sexton disability insurance	431.64	432.00	-0.36	99.92%	
153	Total Sexton	\$ 38,443.99	\$ 38,430.63	\$ 13.36	100.03%	
154	Total Office and Building Staff	\$ 157,025.32	\$ 159,128.40	-\$ 2,103.08	98.68%	
Outreach and Membership Commission						
155	Outreach and Membership	756.69	594.00	162.69	127.39%	
156	Total Outreach and Membership Commission	\$ 756.69	\$ 594.00	\$ 162.69	127.39%	
157	Pathways Sunday Support	450.00	2,400.00	-1,950.00	18.75%	
Publicity						
158	Public Visibility		0.00	0.00		
159	Website	457.54	500.00	-42.46	91.51%	
160	Total Publicity	\$ 457.54	\$ 500.00	-\$ 42.46	91.51%	
Social Action Commission						
161	A. Social Action and Awareness	0.00	550.00	-550.00	0.00%	
162	B. Justice & Witness/Anti Racism Group	762.50	2,250.00	-1,487.50	33.89%	
163	C. Sanctuary Task Force	(83.74)	1,550.00	-1,633.74	-5.40%	
D. Drop in Center						
164	1. Social Action Contractor	2,075.00	3,000.00	-925.00	69.17%	
165	2. Drop In Center Supplies		900.00	-900.00	0.00%	
166	Total D. Drop in Center	\$ 2,075.00	\$ 3,900.00	-\$ 1,825.00	53.21%	
167	Total Social Action Commission	\$ 2,753.76	\$ 8,250.00	-\$ 5,496.24	33.38%	
Worship Commission						
168	A. Music - Contract Musicians	800.00	1,500.00	-700.00	53.33%	
169	B. Music - A/V support for choir on Zoom	2,900.00	2,750.00	150.00	105.45%	

**First Congregational Church
2021 Budget to Actuals**

		2021				
		Actual	Budget	over Budget	% of Budget	Comments
170	C. Music - Vacation Organist		1,000.00	-1,000.00	0.00%	
171	D. Music Supplies	570.23	1,400.00	-829.77	40.73%	
172	E. Worship Supplies	638.01	1,000.00	-361.99	63.80%	
173	F. Member Ordination Support		1,000.00	-1,000.00	0.00%	
174	Total Worship Commission	\$ 4,908.24	\$ 8,650.00	-\$ 3,741.76	56.74%	
175	Total E. PARISH	\$ 296,276.54	\$ 328,572.45	-\$ 32,295.91	90.17%	
176	Total GENERAL EXPENSES	\$ 722,609.48	\$ 737,398.45	-\$ 14,788.97	97.99%	
177	Net Operating Income	(91,595.35)	(111,317.44)	\$ 19,722.09		Covered by Special Funds, line 25

January 13, 2022

**First Congregational Church
2022 Proposed Budget**

		2021		2022	
		Actual	Budget	Proposed	Comments
Income					
INCOME					
GENERAL INCOME					
A. Pledges					
1	Pledges--Current	260,728.54	280,000.00	284,000.00	
2	Pledges--Prior Year	16,409.00	20,000.00	15,000.00	
3	Unpledged	5,890.70	7,500.00	10,500.00	
4	Total A. Pledges	\$ 283,028.24	\$ 307,500.00	\$ 309,500.00	9% above 2021 actual, 1% above 2021 budget. Perspective: 2019 actual was \$303,000.
B. Other Income - General Fund					
5	Investment	531.35	850.00	550.00	
6	Other income - COVID credits	27,049.93	0.00	0.00	
7	Other income - other	6,354.76	0.00	0.00	
8	Total B. Other Income - General Fund	\$ 33,936.04	\$ 850.00	\$ 550.00	
C. Building use					
1. Lease agreements					
9	Flex Space lease	5,000.00	35,000.00	30,375.00	
10	Pathways to Housing lease	44,184.00	44,184.00	45,067.68	2% increase
11	Total 1. Lease agreements	\$ 49,184.00	\$ 79,184.00	\$ 75,442.68	
2. Shared Use Agreements					
12	Committee of 100 shared use agreement	7,784.00	7,283.00	7,428.66	2% increase
13	Congressional Chorus			12,480.00	New shared user in late 2021
14	Encore Chorale Agreement	4,293.99	7,000.00	7,800.00	
15	Table Church	24,382.00	20,800.00	34,125.00	
16	Washington Bach Consort	12,594.00	6,000.00	12,000.00	
17	Washington Hebrew Congregation		0.00	4,500.00	
18	Total 2. Shared Use Agreements	\$ 49,053.99	\$ 41,083.00	\$ 78,333.66	
19	3. Occasional Use	24,729.75	25,000.00	40,000.00	Perspective: 2019 actual was \$56,858
20	4. Parking space lease with LAZ	14,558.87	2,014.00	12,000.00	
21	Total C. Building use	\$ 137,526.61	\$ 147,281.00	\$ 205,776.34	50% above 2021 actual. Perspective: 2019 actual was \$242,641
D. Transfers from Endowment Funds					
22	1. Transfer from Endowment Fund - Ops	148,600.00	148,600.00	164,600.00	3% of rolling average of value of endowment fund
23	2. Transfer from Endowment Fund - Mission	9,350.00	9,350.00	8,000.00	Half of the earnings on the James and Miriam Ross bequest (~\$141,700).
24	Total D. Transfers from Endowment Funds	\$ 157,950.00	\$ 157,950.00	\$ 172,600.00	9% above 2021 actual. Perspective: 2019 actual was \$136,750.

January 13, 2022

**First Congregational Church
2022 Proposed Budget**

		2021	2021	2022	
		Actual	Budget	Proposed	Comments
25	E. Transfer from Special Funds	0.00	0.00	\$ 0.00	"Special Funds" cover deficit (line 177); they are \$520,000 in bequests received since late 2019 not yet assigned to the endowment fund.
26	F. Contributions for Flowers	1,333.23	0.00	0.00	
27	G. Second Sunday Offerings		12,500.00	12,500.00	Designation in 2021:
28	a. JANUARY	925.00	0.00	0.00	For SURJ
29	b. FEBRUARY	860.00	0.00	0.00	For Seabury, ThriveDC, and Life Asset
30	c. MARCH	2,075.00	0.00	0.00	For UCC's OGHS
31	d. APRIL	695.00	0.00	0.00	For Anacostia Watershed So
32	e. MAY	1,000.00	0.00	0.00	For Food Justice DMV
33	f. JUNE	1,045.00	0.00	0.00	For Shaw Community Ctr
34	g. JULY	875.00	0.00	0.00	For Street Sense
35	h. AUGUST	395.00	0.00	0.00	For AMOS Health and Hope
36	i. SEPTEMBER	2,585.00	0.00	0.00	For UCC Haiti Appeal and Lutheran Social Services of National Capital region
37	j. OCTOBER	1,175.00	0.00	0.00	For UCC's NIN
38	k. NOVEMBER	685.00	0.00	0.00	For Through Piscataway Eyes and UCC's Strengthen the Church
39	l. DECEMBER	900.00	0.00	0.00	For UCC's Christmas Fund
40	Total G. Second Sunday Offerings	\$ 13,215.00	\$ 12,500.00	\$ 12,500.00	
41	H. Other special offerings	4,025.01	0.00	0.00	\$1,269 Shaw, \$1,365 Christmas Eve, \$1,391 Olive Oil
42	Total GENERAL INCOME	\$ 631,014.13	\$ 626,081.00	\$ 700,926.34	
Expenses					
GENERAL EXPENSES					
A. BENEVOLENCE and SECOND SUNDAY					
43	Downtown Cluster	500.00	500.00	0.00	
44	Our Church's Wider Mission	30,000.00	30,000.00	30,000.00	
45	Potomac Association	6,648.00	6,648.00	6,800.00	
46	Wash. Interfaith Network	2,500.00	2,500.00	2,500.00	
47	Congregation Action Network			1,500.00	
48	Shaw Community Center			1,500.00	
49	Second Sunday Offerings		12,500.00	12,500.00	
50	a. JANUARY	925.00	0.00	0.00	
51	b. FEBRUARY	860.00	0.00	0.00	
52	c. MARCH	2,075.00	0.00	0.00	
53	d. APRIL	695.00	0.00	0.00	
54	e. MAY	1,000.00	0.00	0.00	

**First Congregational Church
2022 Proposed Budget**

		2021		2022	
		Actual	Budget	Proposed	Comments
55	f. JUNE	1,045.00	0.00	0.00	
56	g. JULY	875.00	0.00	0.00	
57	h. AUGUST	395.00	0.00	0.00	
58	i. SEPTEMBER	2,585.00	0.00	0.00	
59	j. OCTOBER	1,175.00	0.00	0.00	
60	k. NOVEMBER	685.00	0.00	0.00	
61	l. DECEMBER	900.00	0.00	0.00	
62	Total 6. Second Sunday Offering	\$ 13,215.00	\$ 12,500.00	\$ 12,500.00	
63	Other special offerings	4,025.01	0.00	0.00	
64	Total A. BENEVOLENCE and SECOND SUNDAY	\$ 56,888.01	\$ 52,148.00	\$ 54,800.00	
B. CAPITAL					
65	1. Major Repairs	25,173.88	20,000.00	40,000.00	
66	2. Transfer to Planned Capital Replacement Reserve	42,500.00	42,500.00	42,500.00	
67	Total B. CAPITAL	\$ 67,673.88	\$ 62,500.00	\$ 82,500.00	
C. FACILITIES					
1. FCC Share of Lincoln Properties Expense					
68	a. LPC Taxes & Insurance	1,500.00	4,600.00		
69	b. LPC Administrative Expense	598.13	800.00		
70	c. LPC Utilities	64,131.04	55,000.00		
71	d. LPC Repairs & Maintenance	34,463.09	30,000.00		
72	e. LPC Management Fee	12,644.94	21,600.00		
73	f. LPC Payroll	9,908.24	8,000.00		
74	Total 1. FCC Share of Lincoln Properties Expense	\$ 123,245.44	\$ 120,000.00	\$ 125,000.00	Perspective: Prior history, including sexton costs until April 2019, is: 2016 \$168k, 2017 \$138k, 2018 \$152k, 2019 \$160k
3. Maintenance and Supplies not via LPC					
75	Audio Visual/IT Support	9,891.42	8,680.00	9,500.00	
76	Consumable Maintenance Supplies	1,527.32	3,500.00	2,500.00	
77	Equipment Maint not covered by LPC	7,303.99	2,500.00	1,500.00	
78	Instrument Maintenance	2,854.24	3,650.00	3,650.00	
79	Other Maint and Supp not via Lincoln Properties	593.05	500.00	1,300.00	
80	Total 3. Maintenance and Supplies not via LPC	\$ 22,170.02	\$ 18,830.00	\$ 18,450.00	
81	4. Event Space Marketing	682.45	690.00	690.00	
82	5. Property and professional liability, umbrella	24,583.00	25,000.00	28,500.00	
83	6. Facilities Commission	250.00	600.00	600.00	
84	7. Occasional use coverage	7,025.81	4,000.00	6,000.00	
85	Total C. FACILITIES	\$ 177,956.72	\$ 169,120.00	\$ 179,240.00	Perspective: Actual 2019, pre covid, was \$229,560, including sexton for 1/4 year
D. MINISTERIAL PROGRAM					
1. Senior Minister					
86	a. Salary, Housing Allowance, Soc Sec offset	90,326.18	90,426.00	94,043	40 hours/week. 4% COLA in 2022.

**First Congregational Church
2022 Proposed Budget**

		2021		2022	Comments
		Actual	Budget	Proposed	
87	b. Health Insurance	13,462.02	13,462.00	14,794	
88	c. Life Insurance & Disability	1,260.00	1,260.00	1,411	
89	d. Pension	11,760.00	11,760.00	13,166	
90	e. Continuing education	875.00	1,000.00	1,200	
91	f. Reimbursable Expenses	1,281.21	2,650.00	2,650	
92	Total 1. Senior Minister	\$ 119,064.41	\$ 120,558.00	127,264	
93	2. Guest Preachers	3,500.00	3,500.00	3,500.00	
94	7. Pastor's Discretionary	1,249.92	1,000.00	1,000.00	
95	Total D. MINISTERIAL PROGRAM	\$ 123,814.33	\$ 125,058.00	\$ 131,763.71	
E. PARISH					
96	Care of Parish	70.50	1,580.00	3,480.00	
Child Care					
97	a. Child Care Workers		2,496.00	2,912.00	
98	b. Child Care Workers payroll tax expense		200.00	222.77	
99	Total Child Care	\$ 0.00	\$ 2,696.00	\$ 3,134.77	
Christian Education					
100	a. Christian Education Commission	1,587.47	2,800.00	2,800.00	
101	b. Youth Service Project Expenses	3,243.96	3,000.00	4,200.00	
c. Associate Minister					
102	A. Assoc. Salary	58,548.62	57,601.44	59,905	30 hours/week. 4% COLA in 2022.
103	D. Assoc. Health Stipend	2,987.66	2,987.74	5,808	
104	E. Assoc. disability insurance	864.00	865.00	899	
105	F. Assoc. Retirement benefit	5,759.52	5,760.00	5,991	
106	G. Assoc. Professional Development	184.71	250.00	250	
107	Total c. Associate Minister	\$ 68,344.51	\$ 67,464.18	72,853	
108	Total Christian Education	\$ 73,175.94	\$ 73,264.18	\$ 79,852.63	
109	Conf. & Mtg. Expenses	130.00	700.00	700.00	
110	Contingency	299.19	2,563.79	2,000.00	
111	Finance Commission		0.00	0.00	
112	Flowers	1,333.23	0.00	0.00	
Music Director					
113	a. Music Director Salary	24,389.21	41,835.83	37,440	18 hours/week, new hire in 2022
114	b. Music Director Payroll Taxes	1,911.72	3,200.44	2,864	
115	c. Music Director Health Stipend	600.62	1,156.80	1,700	
116	d. Music Director Retirement benefit	871.65	2,092.00	1,872	
117	f. Music Director Prof. Dev.	300.00	300.00	300	
118	Total Music Director	\$ 28,073.20	\$ 48,585.07	44,176	
Music post June 2021					
119	Search committee	126.11	0.00	\$ 0.00	
120	Substitutes	6,800.00	0.00	\$ 0.00	
121	Total Music post June 2021	\$ 6,926.11	\$ 0.00	\$ 0.00	
Office					

**First Congregational Church
2022 Proposed Budget**

		2021		2022	
		Actual	Budget	Proposed	Comments
122	Accounting System	1,963.42	2,436.00	2,500.00	
123	Bank Charges	572.75	160.00	750.00	
124	Giving Fees	2,101.53	2,400.00	2,400.00	
125	Internet and Cable - monthly	2,488.91	2,580.00	2,500.00	
126	Licenses and Fees	108.70	0.00	180.00	
127	Office equipment maintenance	5,046.92	5,650.00	5,000.00	
128	Postage	469.20	120.00	500.00	
129	Printing & Office Supplies	2,982.51	2,000.00	3,000.00	
130	Telephone - monthly	2,240.88	1,815.00	2,160.00	
131	Workers Compensation Insurance	1,942.00	2,500.00	1,676.00	
132	Total Office	\$ 19,916.82	\$ 19,661.00	\$ 20,486.00	Perspective: 2019 actual was \$18,569.
Office and Building Staff					
Building Manager					
133	A. Building Manager salary	59,085.76	61,764.02	64,235	30 hours/week. 4% increase in 2022
134	B. Building Manager payroll tax expense	4,435.01	4,724.95	4,914	
135	C. Building Manager insurance	9,180.00	9,180.00	9,648	
136	D. Building Manager Retirement benefit	2,026.80	2,027.00	2,248	
137	E. Building Manager disability insurance	868.68	869.00	964	
138	F. Building Manager Professional Development	250.00	250.00	250	
139	Total Building Manager	\$ 75,846.25	\$ 78,814.97	\$ 82,258	
Office Assistant					
140	A. Office Assistant salary	32,422.45	31,585.32	25,500	22 hours/week. New hire in Nov 2021.
141	B. Office Assistant payroll tax expense	2,480.29	2,416.28	1,951	
142	C. Office Assistant Health Stipend	3,774.66	4,701.20	4,020	
143	D. Office Assistant Retirement Expense	737.12	1,106.00	893	
144	E. Office Assistant disability insurance	315.92	474.00	383	
145	F. Office Assistant Professional Development	(3.12)	500.00	250	
146	G. Office Assistant Vacation Coverage	3,007.76	1,100.00	1,200	
147	Total Office Assistant	\$ 42,735.08	\$ 41,882.80	\$ 34,196	
Sexton					
148	A. Sexton salary	30,544.92	30,716.00	32,900	37 hours/week based on historical exper. vs prev. est of 37.5 hrs. \$17.10/hour, which is the labor union contract rate (\$17.95) less equivalent benefits that FCC provides.
149	B. Sexton payroll tax expense	2,584.19	2,398.73	2,517	
150	C. Sexton Health Stipend	3,876.08	3,875.90	5,592	
151	D. Sexton retirement expense	1,007.16	1,008.00	1,152	
152	E. Sexton disability insurance	431.64	432.00	494	
153	Total Sexton	\$ 38,443.99	\$ 38,430.63	42,654	
154	Total Office and Building Staff	\$ 157,025.32	\$ 159,128.40	\$ 159,108.31	

**First Congregational Church
2022 Proposed Budget**

		2021		2022	
		Actual	Budget	Proposed	Comments
Outreach and Membership Commission					
155	Outreach and Membership	756.69	594.00	660.00	
156	Total Outreach and Membership Commission	<u>\$ 756.69</u>	<u>\$ 594.00</u>	<u>\$ 660.00</u>	
157	Pathways Sunday Support	450.00	2,400.00	3,900.00	
Publicity					
158	Public Visibility		0.00	0.00	
159	Website	457.54	500.00	200.00	
160	Total Publicity	<u>\$ 457.54</u>	<u>\$ 500.00</u>	<u>\$ 200.00</u>	
Social Action Commission					
161	A. Social Action and Awareness	0.00	550.00	500.00	
162	B. Justice & Witness/Anti Racism Group	762.50	2,250.00	2,250.00	
163	C. Sanctuary Task Force	(83.74)	1,550.00	1,550.00	
D. Drop in Center					
164	1. Social Action Contractor	2,075.00	3,000.00	6,900.00	\$575/month
165	2. Drop In Center Supplies		900.00	900.00	
166	Total D. Drop in Center	<u>\$ 2,075.00</u>	<u>\$ 3,900.00</u>	<u>\$ 7,800.00</u>	
167	Total Social Action Commission	<u>\$ 2,753.76</u>	<u>\$ 8,250.00</u>	<u>\$ 12,100.00</u>	
Worship Commission					
168	A. Music - Contract Musicians	800.00	1,500.00	1,500.00	
169	B. Music - A/V support for choir on Zoom	2,900.00	2,750.00	2,750.00	
170	C. Music - Vacation Organist		1,000.00	1,000.00	
171	D. Music Supplies	570.23	1,400.00	1,400.00	
172	E. Worship Supplies	638.01	1,000.00	1,000.00	
173	F. Member Ordination Support		1,000.00	1,000.00	
174	Total Worship Commission	<u>\$ 4,908.24</u>	<u>\$ 8,650.00</u>	<u>\$ 8,650.00</u>	
175	Total E. PARISH	<u>\$ 296,276.54</u>	<u>\$ 328,572.45</u>	<u>\$ 338,447.86</u>	
176	Total GENERAL EXPENSES	<u>\$ 722,609.48</u>	<u>\$ 737,398.45</u>	<u>\$ 786,751.57</u>	
177	Net Operating Income	<u>(91,595.35)</u>	<u>(111,317.44)</u>	<u>(85,825.23)</u>	Covered by Special Funds, line 25

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 wellbeing. 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 benefitted 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 insure 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 Brenneman, 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

Action:

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

Action:

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

Action:

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

Action:

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

The Church and the Community

Action:

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

Action:

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

Action:

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

Action:

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

Action:

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

Relationships and Communications

Action:

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

Action:

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

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 OF THE ANNUAL CONGREGATIONAL MEETING

January 24, 2021

Moderator Kim Darling called the online meeting to order at 11:40 AM. Rev. Sam McFerran led an opening prayer.

Moderator Kim Darling presented for vote by the congregation:

Approved: November 1, 2020 Fall congregational meeting minutes. Approved: 2021 Nominations Report.

Approved: 2020 Annual Report with known corrections.

Moderator Kim Darling presented:

The Draft Racial Justice Audit Plan for First Church (appended)

- This working document includes the audit rationale, process and timeline.
- We will use the 2021 Central Atlantic Conference Racial Justice Audit tool as updated in 2021.
- Learn more at a nurture to be held in February.

Designated Senior Minister's report by Rev. Amanda Hendler-Voss In this past year:

- We learned to worship online and make worship accessible to a wider church community across the world.
- Since March we welcomed 10 new members.
- We created a Comprehensive Plan for Dismantling Racism to stand in solidarity with Black Lives, held meaningful programs, reinstated the Anti Racism Taskforce and began racial justice audit planning.
- Through regular meetings in small groups we deepened relationships and built community. The entire church has arisen and cared for each other.
- Council provided steady leadership in challenging times and made difficult decisions. Kim Darling especially rose to the moment on behalf of the community.
- We have an incredible church staff: Cindy Dobbs produced the massive annual report; Rev. Sam McFerran offered creative new programs; John Horman dissected the details of musical performance to make a wide variety of beautiful music available in online worship; Byron Adams provided the common sense and guidance on Covid protocols then carried in collaboration with Inez Marquez.
- Four people made sacrifices each week to enable us to worship online: Graham Marsh, Tom Sowers, Alison Truhlar and Alyx Cheng.
- Thank you to all for participating in the life of the church. Looking ahead to 2021
- The Racial Justice Audit will be at the center of our path.
- We will integrate what we learned about accessibility online into regathering on a

hybrid basis. We will continue online worship and programs, even as we regather in person in some measure.

Treasurer David Greer reported on 2020 finances.

- Budget documents referred to are included within the 2020 draft Annual Report.
- Pledge income at the end of 2020 was 99%, nearly meeting a budget goal set before the pandemic.
- Building rental brought in 62% of the rental income we anticipated.
- We used some recent bequest funds to cover a \$74,000 a 2020 shortfall, and ended the year with a small deficit.
- Actual 2020 income (which included the regularly scheduled transfer of 3% (\$179,665) from investment funds) was roughly 50% of revenue projected in the original pre-Covid 2020 budget.

Lucille Dickinson reported Proposed 2021 Budget as chair of the special Budget Committee

- The proposed 2021 budget is included in the 2020 draft Annual Report.
- Income
 - Pledge income for 2021 is projected to be steady at \$288,000 in 2021. To date \$276,000 has been pledged.
 - The shared building use agreements income amount reflects an expectation that the flexspace will be leased by July.
 - Occasional building income was \$24,000 in 2020, 28% of budget. We expect an increase in 2021.
 - Staff salaries, hours and rates of pay are the same in 2021 as in 2020. Rev. Amanda's total compensation will be larger in 2021 than 2020, because she began work in March 2020.
 - The endowment benefitted from uneven spikes in stock market earning 13 percent in 2020. 3% of rolling average of interest of endowment smooth amount each year.
 - See additional details in the Investment committee report in the 2020 annual report. In addition half of the 2020 interest on the Ross bequest will be used to support mission as stipulated.
 - \$520,000 in 2019-2020 bequests are held apart from the endowment, so that they can be used for strategic investments., a portion of this will be used to balance the 2021 budget.

- Expenses
 - Capital Fund is for major repairs and replacements. Also, we make an annual investment(\$42,000 in 2021) in a fund to be used for major system replacement over 50 years
 - Utilities and maintenance costs are maintained at a consistent level. Note many are paid through the Lincoln Properties contract.
 - Property insurance is \$25,000, an increase that reflects the general market condition.
 - Assumption for 2021 is that we will increase onsite use of the building in the second half of the year.
 - Office expenses steady. Program expenses down somewhat.
 - Staff salaries, benefits and hours are the same as in 2020.
 - Parish programs are similar to 2020, but slightly lower in 2021.
- Questions and Comments
 - John Marsh asked why the amount in the Contract Musicians line of the Worship budget was smaller than expected.
 - Each commission provided a detailed analysis of the cost to carry out its mission, and was asked to pare requests to minimum and essential. The Budget Committee looked at all requests and made reductions in some places given the projected \$110,000 budget deficit.
 - Concerns about cuts can be reviewed later in the year and brought to the congregation at spring and fall congregational meetings. Then the budget can be adjusted to reflect reality.
 - Nan McConnell urged Council to ask bigger questions about the budget (e.g., how might we use Ross bequest funds for bold programs, not just to meet budget deficits) and to address the issues in the sustainability report.
 - Rev. Amanda: Note that “we had a structural imbalance in our budget even before the pandemic.” “There is no reason why we should not grow, membership growth is part of my work and our work together. It is part of becoming more sustainable.” There will also be future stewardship moments to dig deeper.

Kim Darling Moderator

- Approved: The 2021 Budget as documented within the 2020 annual report.
- Thank you to all in the finance wing of the church: Treasurer David Greer, Assistant Treasurers Lucille Dickinson, Nora Marsh, and Susan Anderson, In addition Polly Gordon and Andy Raver on the finance committee, and the investment committee. [as well as the special Budget Committee which prepared the 2021 budget Lucille Dickinson, Kim Darling, Scott Day, Meg Maguire, John Smeltzer, and Nora Marsh]

Kim Darling passed leadership responsibility to the new 2021 officers

- She expressed confidence in John Smeltzer Moderator and Susan Anderson Assistant Moderator.
- She thanked the congregation for support, for sharing information and for saying Yes. Action: Each commission shall select a representative to council for 2021 who will attend the Councilmeeting on Tuesday February 2, 2021 (and meetings thereafter.)

New Moderator John Smeltzer

- Thanked Kim Darling and presented a gift of the framed image of a stained glass window from the middle church, for the parable of the wise who built on the rock rather than on shifting sands.
- Even though we “don’t have a building at all now”, remember that the church is the people, all of us together.
- Kim Darling has been the rock who enabled Amanda to thrive, learn and succeed in her first months at First Church.

Rev Amanda Hendler-Voss and Rev. Sam McFerran together closed the meeting in prayer.
Adjourned at 12:59 PM

Prepared by Gail Sonnemann, Clerk

Appendix A

Racial Justice Audit Plan as presented at the Annual Congregational Meeting of the First Congregational Church UCC DC on January 24, 2021.

RACIAL JUSTICE AUDIT PLAN

Racial Justice is the work of the Church. At First Church it serves as both a focus and the lens through which we evaluate every aspect of our lives together. From our beginnings, we have had a commitment to racial justice, but have not always taken a comprehensive approach towards carrying that out. In this era of renewed attention to systemic racism, we want to explore our own shortcomings, and how we can expand our welcome and enrich our community with a greater commitment to racial and cultural diversity.

In 2017, the Anti-Racism Task Force recommended that the church review its organizational policies to identify and address unconscious systemic racism including by helping our commissions and other groups be intentional in confronting and challenging their usual

ways of doing business and making decisions.

When we developed our Designated Ministry Goals, our first goal was to help the congregation continue walking the path on becoming a multiracial and multicultural church, and specifically to help us evaluate and improve our practices, policies and structures in the light of what we've identified as our clear calling to be an Anti-Racist church.

The Central Atlantic Conference (CAC) developed a tool in 2006 to help churches evaluate their ministries with an eye towards becoming truly anti-racist multi-cultural/mult-racial communities of faith. The CAC is currently updating this document with an expected release date of January, 2021. We intend to use this tool as the foundation for conducting a Racial Justice Audit during the 2021 church year. By the nature of our structure, Council will be responsible for overseeing and forwarding this work. Much of the actual audit will be performed at the commission level. In order to encourage broad participation in this work, we anticipate attaching members of our community who, for a variety of reasons, are not serving on a commission in 2021, to a commission of their choice. This "attaching" would take in place in early February so that the members can learn and discuss together from the beginning.

The Racial Justice Audit of Church Ministries will begin in February 2021 and culminate with the Annual Meeting in January 2022. The report will be an addendum to the Annual Report. In addition, each commission will be expected to highlight their work on this audit and any recommendations that come from the audit as part of their Annual Report.

Each quarter will have a different focus, with each month having a different task. Note that church year quarters are a month off from calendar year quarters as new commissions and Council do not form until the Annual Meeting which is the fourth Sunday of January. We recommend that each commission be intentional about how they will make time for this work. Will you set aside one meeting per quarter that will be dedicated to this? Or, perhaps, you will set aside the first half hour of each meeting? You might even choose to have a 4th meeting each quarter dedicated to discussing the Audit and your commission's role in completing it.

First Quarter (Feb - Apr): Inquiry

- February - Congregation wide learning to include a nurture, possibly additional opportunities in the form of a book group, Bible study, etc.
- March - Commission learning
 - Evaluate Audit Tool: What areas do we need to focus on? What areas are missing? What's the best way for us to get the input we need from the

- congregation? What resources or information do we need to collect?
 - perhaps schedule a congregation wide nurture where we break into commission focused groups to conduct this evaluation.
- April - Commission planning (each commission and Council should provide answers to these questions to Council by the end of April)
 - How will your commission conduct the audit?
 - What work will be done in each month of the second quarter?
 - Who is responsible for each step?
 - When will your commission gather to discuss the questions in the audit?
 - When and how will your commission get input from the wider community to ensure a wide diversity of opinion is collected?
 - Survey
 - Personal Interviews
 - Focus groups

Second Quarter (May - July): Commissions and other groups Conduct Audit

- May - Go through questions internally
 - June - Collect input from wider community
 - July - Review answers and collect additional information as needed
- #### Third Quarter (Aug - Oct): Compile Results and Develop Recommendations
- August - Each commission develops a report that gets forwarded to Council by the end of September. Report should include
 - Findings
 - Short term, mid term, long term goals and recommendations
 - Proposed milestones
 - September - refine report
 - October - Council reviews Commission reports and sends back questions in preparation for discussion at Congregational meeting.
 -

Fourth Quarter (Nov - Jan): Report out and Plan for 2022 and beyond

- November - Congregation wide meeting where each commission shares highlights of their report and any specific recommendations for short, medium, and long term goals
 - This should be a separate meeting from the Fall Congregational Meeting
- December - Council reviews commission reports, compiles input for Annual Report, begins planning for implementation focusing on 2022 goals
- January - final report presented at Annual Meeting and appended to Annual Report; Council develops method for ongoing review and evaluation

MINUTES OF THE SPRING CONGREGATIONAL MEETING

May 23, 2021

Moderator John Smeltzer called the online meeting to order at 12 Noon Rev. SamMcFerran led an opening prayer.

Approval of January 24, 2021 Meeting Minutes

- Approved, seconded and passed.

Reports of the People

- We mourn the loss of long time church members Don Bassler and Suzanne Snyder
- We celebrate the graduation of Lynaya Morris-Lischin
- We celebrate Today's confirmands, Jessica Chaffee Hobbs, Liam Chaffee Hobbs, Joseph Darling-LaGamma, Tadashi Dodge and Sofia Prentice.

Ruth Shinn Memorial Anti-Racism Fund

- John Smeltzer shared a history of Ruth Shinn's life with our church and her Civil Rights legacy. This legacy will continue to be honored with this memorial gift.
- Five percent of the \$100,000 gift will be used annually to honor and rekindle our relationship with Howard University started in 2015. First Church, Howard faculty and students are envisioned to be part of this memorial.
- Meg Maguire offered thanks to Sandy Shinn who partnered with us to make this happen.

Presentation & Vote on the Statement on Becoming an Anti-Racist Church

- The whole church was involved and committed to this process
- A commitment as members to allow our leaders to do the work of this in our community and the world. Not just as our leaders or committees but as the whole church.
- Thanks were offered to the work of the nurture two weeks earlier.
- Feedback
- It is inspiring that this is happening by the anniversary of George Floyd's death
- is this list complete or can it be added to? E.g. - Educational changes to limit what can be taught such as Critical Race Theory or Chinese Exclusion Act.
 - Response - it is not inclusive, please note the sentence leading to the list supported by the committee.
- This is part of a 20 year journey
- Vote - passed unanimously

Update on the Racial Justice Audit

- The Survey is ready today. Please read all the instructions and understand that you need to complete it in one session. You may not close the screen and return

Prepared by Susan Anderson, Assistant Moderator (Clerk Pro Tem)

MINUTES OF THE FALL CONGREGATIONAL MEETING

October 24, 2021

There being a quorum present for the first "hybrid" online/in person Congregational meeting, Moderator John Smeltzer called the meeting to order at 11:49 AM.

Rev. Sam McFerran led an opening prayer.

After explaining how the Zoom moderator Alyx would tabulate the online votes to be added to the in person votes the clerk was tabulating, John Smeltzer presented the first action item: a unanimous motion from Council recommending the Church call Amanda Hendler-Voss to be our permanent senior minister. John explained the process the church had been through of calling Amanda and how the whole church was involved in meeting and selecting Amanda first as our Designated Senior Minister and now to vote on calling her as our Permanent Senior Minister. The vote was taken and Amanda was unanimously voted by acclaim by all present on line and in person to be our Permanent Senior Minister. The congregants erupted into cheering and clapping and sent word to Amanda to come back into the sanctuary. The moderator presented her a bouquet of flowers and words of congratulation and the Congregation again erupted into happy cheering. Amanda graciously accepted our call.

Proceeding to the next order of business requiring a vote, John S. presented a unanimous Motion from Council to ratify the lease of our flex space to the Washington Chorus. A summary of the proposed lease was shared with the Congregation. The motion was moved and seconded, upon a question of whether there would be use of sanctuary space there was some discussion, the question was called and the congregation unanimously approved the ratification of the lease.

David Greer presented the state of the 2021 budget and the asking budget for 2022. The proposed asking budget was shared with the Congregation. After going over the entire budget line by line, everyone applauded. John S. then asked if anyone had any further questions. There were none.

Today's presentation was a preview of what the budget and finance members were thinking about the needs for next year's budget.

John S. gave thanks to Nick and Jean for their work on the Stewardship campaign Rooted in Love. He also likes the theme Amanda uses which is "God is still speaking". How does God speak? God speaks through God's people gathered in covenant together to discern God's truth and to respond and build the beloved community. God is still speaking in our community through our pledges to answer our call to go big and build the beloved community we wish to be here at 10th & G.

Kim Darling presented information on the changes to the Regathering Plan approved by Council. A copy of the changes dated October 2021 was provided to the congregation prior to the meeting. The entire document can be found on our website. The Regathering Committee will meet again on November 8 to review if there are any changes in the metrics of the community. Kim answered questions about possible future changes.

John S. reported good news from the Search Committee chairperson Marian Drake that they have had 12 excellent responses for the opening of the Director of Music Ministry position. The committee interviewed 7 and have chosen 3 for second interviews. The committee is very close to selecting a finalist.

The Administrative Assistant search is being assisted by a temp placement, Dorothy through November and they also have another finalist to interview.

The Racial Justice Audit is now in the discernment phase about the results we got back by from survey questions and we are starting to work on writing the report where commission by commission we'll come up with some recommendations and benchmarks to update our Congregational Plan to achieve our objectives of being more multiracial and diverse.

Rev. Amanda closed us out in prayer. The meeting was adjourned at 1:05 pm

Prepared by Diane Brenneman, Clerk

THIS YEAR'S THANKS GO TO

2021 Church Council

Moderator: John Smeltzer
Assistant Moderator: Susan Anderson
Treasurer: David Greer
Clerk: Diane Brenneman
At-large members :
Alyx Cheng, Jessica Prentice
Commission Reps:
Nora Marsh (Care of Parish),
LaTayna Purnell/Andrew Hamilton
(Christian Education) ,
Marian Drake/ Moira Jones (Facilities),
John Marsh (Finance)
Ellen Bushmiller (Outreach & Membership),
Rev. Jason Carson Wilson (Social Action)),
Abigail Cipparone (Worship)

Ministerial Relations Team J

ohn Smeltzer (Moderator)
Susan Anderson (Assistant Moderator)Kim
Darling (past Moderator)
David Greer (Search Committee Chair)
Hannah Long-Higgins (Search Committee)
Katherine Antos (Search Committee)
Priscilla Waters (Personnel)

Nominating Committee

Susan Anderson (Assistant Moderator)
Karen Byrne, Anne Mascolino

Personnel Committee

Kim Darling (chair), Ellen Bushmiller Lucille
Dickinson Priscilla Waters

Care of Parish Commission

Kristy Goodfellow Mills (chair), Mark
Jensen, Carolyn Marsh, Nora Marsh
Christian Education Commission

Ann Bushmiller (chair) Andrew Hamilton,
Anna Kiss, LaTayna Purnell, Alisa Tanaka-
Dodge Rev. Sam McFerran (staff), Camia
Stevenson of People's Congregational
(partner in faith formation), Parents (thank
you for supporting faithformation in these
times!)

Theology Book Group

Peter Byrne

Facilities Commission

Moira Jones (chair), Kim Darling, Marian
Drake Peter Tracey, Byron Adams
(staff)Finance Commission Nan McConnell,
chairChris Barr
John Marsh Allison Truhlar

Stewardship Co-Chairs

Rev. Jean Alexander Nick McConnell

Investment CommissionAnn Bushmiller
Lucille DickinsonDavid Greer Karen Pence
Peter Tracey

Assistant Treasurers

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

Outreach and Membership Commission

Mike Zawada (chair), Ellen Bushmiller
Patrick Darling-LaGammaMatthew
LaGamma, Meg Maguire Priscilla Waters
Alyx Cheng (volunteer, website)

Ushers

Rev. Jean Alexander, Ellen Bushmiller, Kim Darling Matthew, LaGamma, Meg Maguire Anne Masconlino, Nan McConnell, Nick McConnell, Dale Ostrander, Fredda Sparks Priscilla Waters, Mike Zawada

Social Action and Awareness Commission

Rev. Jason Carson Wilson (co-chair), Gail Sonnemann (co-chair), Michael Hopkins, Jamey Moore Janneke Radcliffe J.D. Okorie-Dunn, Susan Saudek, volunteer Priscilla Waters, volunteer Cynthia Hobbs, volunteer Peter Tracey, volunteer

Sanctuary Committee

Susan Saudek, chair Cynthia Hobbs Jamey Moore, Peter Tracey, Lindsay Swisher, volunteer Joe Mills, volunteer

Anti-Racism Committee

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

Drop-In Center for Homeless Youth

Volunteers

Janneke Ratcliffe (scheduler), Rev. Jean Alexande, Diane Brenneman, Kim Darling Polly Gordon Nan McConnell, Gail Sonnemann, Priscilla Waters Jarred Bowman (DIC Coordinator), Rev. Amanda Hendler-Voss (staff)

Representatives & Volunteers

Downtown Cluster of Congregations: Fredda Sparks;

Washington Interfaith Network:

Gail Sonnemann (rep), Fredda Sparks, David Greer, Allison Truhlar (volunteers);

Shaw Community:

Dale Ostrander (boardmember);

Potomac Association Justice & Witness:

Michael Hopkins (rep), Lucille Dickinson, Gail Sonnemann, Priscilla Waters (volunteers)

Worship Commission

Rev. Laura Johnson (chair), Chris Byrne Abigail Cipparone, Lucille Dickinson, Mary Hayes, John Horman (staff)

Rev. Sam McFerran (staff)

Rev. Amanda Hendler-Voss (staff)

Guest musicians

Tadashi Dodge, Marian Drake, Scott Herman, Michael Hopkins, Jason Labrador, Fred Marcellus

Breakaway Meditation

Nora Marsh

Confirmation Mentors

Grant Anderson, Chris Byrne Abigail Cipparone, David Greer, Michael Hopkins Anthony Leonard, Lindsay Swisher

Regathering Task Force

Kim Darling, (chair), Susan Anderson, David Greer, Carole Malone, Nick McConnell, John Smeltzer

Building Use Task Force

Nan McConnel (chair), Diane Brennemann Lucille Dickinsom, Anisa Heming Byron Adams (staff)

Audio Visual Technicians

Graham Marsh
Tom Sowers

Zoom Moderators

Alyx Cheng, Abigail Cipparone,
Allison Truhlar

Administrative Assistant Search Committee

Alyx Cheng, Lucille Dickinson , Peter
Tracey, Allison Truhlar

Director of Music Ministry Search
Committee

Marian Drake (chair), JoAnne Henry
(consultant) Rev. Dr. Ron Hopson (trainer)
Rev. Jason Carson Wilson, Kristy

Goodfellow, Andrew Hamilton, Michael
Hopkins, Emily Laing Priscilla Waters

Staff

Byron Adams, Building Manager
Trista Dunlap, Administrative Assistant
Rev. Amanda Hendler-Voss, Senior Minister
John Horman, Director of Music (retired)
Ines Marques, Sexton
Rev. Sam McFerran, Associate Pastor

In addition to Karen Bartman and Dennis Turner who served ably as our regular guest musicians during or time with no director of music, we thank all the musicians who took part in our worship services during 2021 - from near and far!

The First Church Choir

Jean Alexander
Justin Antos
Dianne Brenneman
Lucille Dickinson
Marian Drake
Thom Fritz
Polly Gordon
Judith Gray
Welling Hall
Mary HayesRandy Jones
Maira Jones
David Lindsey
Carol Malone
John Marsh
Nora Marsh

Carolyn Marsh
Nick McConnell
Kristi Goodfellow Mills
Dale Ostrander
Dwan Reece
Gail Sonnemann
Alisa Tanaka-Dodge
Priscilla Waters
Ron Yoder

The First Church Hand Chime Choir

Dianne Brenneman
Karen Byrne
Cindy Dobbs
John Horman
Maira Jones

Polly Gordon
Carol Malone
John Marsh
Nora Marsh

Vocalists

Justin Antos, tenor
Abigail Cipparone, alto
Marian Drake, mezzo soprano
Polly Gordon, soprano
Judith Gray, alto
Andrew Hamilton, baritone
The Marsh Family Singers (John, Carolyn,
Nora)
Chancel Choir of Christ Church (Summit,
NJ)
Chancel Choir of Peoples Cong. UCC
(Washington, DC)
Members of University Cong. UCC
(Seattle, WA)

Mary Hayes, violin
Scott Herman, trumpet
Michael Hopkins, percussion
Jason Labrador, violin
David Landrum, piano
Hannah Long-Higgins, cello
Fred Marcellus, trumpet
Robin Massie, viola
Paul Oorts, harp guitar
Ava Pakiam, violin
Anna Resch, piano
Davey Yarborough & the Sam Prather Trio

Instrumentalists

Karen Ashbrook, hammered dulcimer
Bill Burns, horn
Tadashi Dodge, bass viol
Breanna Dugan, flute
Andrew Hamilton, guitar

NOMINEES FOR 2022

COUNCIL/OFFICERS	2021	2022 Ideas
Moderator	John Smeltzer	Susan Anderson
Assistant Moderator	Susan Anderson	Andrew Hamilton
Treasurer	David Greer (2021)	Lucille Dickinson (2023)
Clerk	Diane Brenneman (2022)	Diane Brenneman (2022)
At Large	Alyx Cheng (2021)	Dwan Reece (2023)
	Jessica Prentice (2022)	Jessica Prentice (2022)
COP rep	Nora Marsh	Lindsay Swisher
CE rep	Ann Bushmiller	Ann Bushmiller
Facilities rep	Marian Drake/ Moira Jones	Kristy Goodfellow Mills
Finance rep	John Marsh	Allision Truhlar
O&M rep	Ellen Bushmiller	Ellen Bushmiller
SAAC rep	Jason Carson Wilson	Jason Carson Wilson
Worship rep	Abigail Cipparone	Chris Byrne
Assistant Treasurers	Karen Pence	Karen Pence
	Nora Marsh	Nora Marsh
	Polly Gordon	Polly Gordon
	Lucille Dickinson	
Care of Parish Commission	Nora Marsh (2021) Rep	Mark Jensen (Chair)
	Carol Malone (2021)	David Greer
	Kristy Goodfellow Mills (2021) Chair	Lindsay Swisher(Rep)
	Mark Jensen (2022)	Mark Jensen
	Caroline Marsh (2022)	
	Polly Gordon – volunteer	Carol Malone - volunteer
Christian Education Commission	Alisa Tanaka-Dodge (2021)	Patrick Darling-LaGamma(2023)

	Anna Kiss (2021)	Anna Kiss
	LaTayna Purnell (2022) Rep	Ann Bushmiller (2022) Rep
	Ann Bushmiller (2022) Chair	Anna Kiss (2022) Chair
	Andrew Hamilton (2022)	Elise Villemez
<i>Adult Ed & Formation (CE)</i>		Peter Byrne549-Adult Ed
		John Smeltzer
		Karen Byrne
		Andrew Hamilton
		Emily Laing
<i>Bible Workbench (CE)</i>	<i>Andrew Hamilton</i>	
<i>Theology (CE)</i>	<i>Peter Byrne</i>	
Facilities Commission	Moira Jones (2021) chair	Kim Darling (Chair)
	Marian Drake (2022) Rep	Kristy Goodfellow Mills (Rep)
	Peter Tracey (2022)	Peter Tracey
	Kim Darling (2022)	Kim Darling
		Nora Marsh
	Anisa Heming - volunteer	
Finance Commission	Chris Barr (2022)	Anne Moscolino
	Allison Truhlar (2022)	Alison Truhlar (Rep)
	Nan McConnell (2022) Chair	Nan McConnell (Chair)
	John Marsh (2022) Rep	Peter Gerlach
	<i>Jean Alexander - volunteer</i>	
<i>Stewardship (Finance)</i>	<i>Nick McConnell</i>	

Investment Commission	David Greer (as treasurer)	Lucille Dickinson (treasurer)
	Ann Bushmiller	Nan McConnell (finance)
	Peter Tracey	
	Karen Pence	Karen Pence (asst. treasurer)
Outreach & Membership Commission	Priscilla Waters (2021)	Fredda Sparks (2022) Chair
	Patrick Darling-LaGamma (2021)	Grace Bassler
	Meg Maguire (2021)	Moira Jones
	Mike Zawada (2022) Chair	Mike Zawada
	Ellen Bushmiller (2022) Rep	Ellen Bushmiller (Rep)
	Dale Ostrander, volunteer, greeter	
	Matthew LaGamma, volunteer	
Social Action & Awareness Commission	Jason Carson Wilson (2022) Rep/CoChair	Jason Carson Wilson (2022) (Co/Chair) & (Rep)
	Jamey Moore (2021)	Meg Maguire (Memorial)
	Gail Sonnemann (2022) CoChair	Gail Sonnemann (Co/Chair)
	JD Okorie-Dunn (2022)	Mary Alice Ball
	Michael Hopkins (2022)	Michael Hopkins
	Janneke Ratcliffe (2022)	Janneke Ratcliffe
AntiRacism Committee {SAAC}		
	<i>Jason Carson Wilson</i>	Jason Carson Wilson
	<i>Jessica Prentice</i>	Jessica Prentice
	<i>LaTayna Purnell</i>	Lynaya Morris
	<i>Lucille Dickinson</i>	Lucille Dickinson
	<i>Gail Sonnemann</i>	Gail Sonnemann
	<i>Kim Darling</i>	Kim Darling
	<i>Diane Brenneman</i>	Diane Brenneman
	<i>Janneke Ratcliffe</i>	Janneke Ratcliffe
	<i>Karen Byrne</i>	
Sanctuary {SAAC}	<i>Susan Saudek</i>	Susan Saudek

	<i>Peter Tracey</i>	Lindsay Swisher
	<i>Jamey Moore</i>	Jamey Moore
	<i>Cynthia Hobbs</i>	Cynthia Hobbs
		Joe Mills
Worship Commission	Abigail Cipparone (2021) rep	Chris Byrne (Rep)
	Laura Johnson (2021) chair	Lynaya Morris (Chair)
	Lucille Dickinson (2022)	David Lindsey
	Mary Hayes (2022)	Mary Hayes
	Chris Byrne (2022)	Chris Byrne (rep)
Other:		
Gabriel's Horn Editor		N/A
Archivist	Judith Gray	Judith Gray
Representatives		
Downtown Cluster	Fredda Sparks	N/A
CAC and Potomac Association	Karen Byrne, JD Okorie-Dunn, Pogen Lee	Hannah Long-Higgins
CAC under 30		Laura Johnson
Penn Quarter		
WIN		
Shaw Community	Dale Ostrander	Dale Ostrander
Potomac Association LGBT Task Force	Jamey Moore	Jamey Moore
Personnel (Council appointment)	Ellen Bushmiller	
2 year term	Kim Darling	Kim Darling
	Lucille Dickinson	
	Priscilla Waters	
(S) Minister Relations Team	John Smeltzer	Susan Anderson (moderator)
	Hannah Long Higgins	Kim Darling

	Kim Darling	John Smeltzer
	David Greer	
	Priscilla Waters	
	Susan Anderson	Andrew Hamilton (asst. moderator)
	Katherine Antos	
Nominating Committee	Susan Anderson	
	Karen Byrne	
	Ann Mascolino	
COVID Safety Task Force	Kim Darling, chair	Kim Darling, chair
	John Smeltzer	Susan Anderson
	Susan Anderson	Andrew Hamilton
	Nicholas McConnell	Nicholas McConnell
	Carole Malone	Carole Malone
	David Greer	John Smeltzer
Building Use TF	Diane Brenneman	
	Lucille Dickinson	
	Anisa Heming	
	Nan McConnell	
	Byron Adams	
	Kim/John	
Search Committees:		
Director of Music Ministry	Marion Drake	
	Kristy Goodfellow	
	<i>Andrew Hamilton</i>	
	Emily Laing	
	Jason Carson Wilson	
	Michael Hopkins	
Monthly Small Group (social)		Susan Goodman

Qtr Small Group (social)	Andrew Hamilton	



**FIRST CONGREGATIONAL
UNITED CHURCH OF CHRIST**

First Congregational United Church of Christ

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

Ministers – Friends & Members of the Church

Senior Minister – Rev. Amanda Hendler-Voss

Associate Minister – Rev. Sam McFerran

Building Manager – Mr. Byron Adams

Administrative Assistant – Ms. Trista Dunlap

Sexton – Ms. Ines Marquez

Members in Discernment – Lynaya Morris, LaTayna Purnell

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