



## **Annual Congregational Meeting**

November 15, 2020

**Member Booklet**

# Table of Contents

<b>Annual Congregational Meeting Agenda .....</b>	<b>3</b>
<b>Annual Congregational Meeting Minutes from November 24, 2019 .....</b>	<b>4</b>
<b>Pastor Kenny's Annual Report .....</b>	<b>6</b>
<b>Ministry &amp; Leadership Annual Reports .....</b>	<b>9</b>
<b>Ministry of Care Report .....</b>	<b>10</b>
<b>Tuesday Night Church Check-In .....</b>	<b>10</b>
<b>Ministry of Outreach and Social Justice Report .....</b>	<b>11</b>
<b>Bread Ministry Report .....</b>	<b>12</b>
<b>Shoe Ministry .....</b>	<b>13</b>
<b>Adult Sunday School Report .....</b>	<b>14</b>
<b>Tuesday Night Line Dance Class and Country Dancing .....</b>	<b>14</b>
<b>Fine Arts / Music Ministry Report .....</b>	<b>15</b>
<b>Bi+ Discussion Group Report .....</b>	<b>16</b>
<b>Centering Community Report .....</b>	<b>17</b>
<b>Communications Team Report .....</b>	<b>18</b>
<b>Fundraising Team Report .....</b>	<b>19</b>
<b>Facilities Report .....</b>	<b>19</b>
<b>Vice Moderator Report .....</b>	<b>20</b>
<b>Board of Directors Annual Report .....</b>	<b>22</b>
<b>Presentation of Candidates for Election .....</b>	<b>25</b>
<b>    Shari Drees – Board of Directors Candidate .....</b>	<b>26</b>
<b>    Tia Meek – Board of Directors Candidate .....</b>	<b>28</b>
<b>Balance Sheet as of September 30, 2020 .....</b>	<b>31</b>
<b>Proposed Budget for Fiscal Year 2021 .....</b>	<b>32</b>
<b>Proposed Designated Funds Budget for Fiscal Year 2021 .....</b>	<b>35</b>

# Annual Congregational Meeting Agenda

1. Call to Order – Shari Drees, Vice Moderator
2. Opening Prayer – Pastor Kenny Callaghan, Moderator
3. Declaration of Quorum – Philip Adams, Clerk of the Board of Directors
4. Introduction of Board of Directors and Parliamentarian
5. Review of Procedures for Voting – John Pall
6. Presentation of the Agenda – Philip Adams
7. Presentation of the Minutes of the November 24, 2019 Congregational Meeting
  - a. Motion to approve the minutes
8. Reports – Motion to Approve the Annual Reports
  - a. Acceptance of Pastor’s Annual Report – Presented by Pastor Kenny Callaghan
  - b. Acceptance of Vice Moderator’s Report – Presented by Shari Drees
  - c. Acceptance of the Ministry Annual Reports – Presented by Philip Adams
  - d. Acceptance of the Board of Directors Annual Report – Presented by Philip Adams
  - e. Acceptance of the Financial Annual Report – Presented by John Poarch, Treasurer
9. Elections
  - a. Presentation of Candidates for Members of the Board of Directors (2 positions)
  - b. Election of Members of the Board of Directors
  - c. Nomination of Candidates for the Nominating Committee
  - d. Election of Candidates for the Nominating Committee
10. New Business
  - a. Presentation of the Proposed Budget for 2021 – John Poarch
  - b. Motion to Approve the Proposed Budget for 2021
  - c. Renovations Update – Pastor Kenny
11. Other Business
  - a. Elaine German Volunteer of the Year Award – Shari Drees
  - b. Other Written Comments/Questions from the Membership
12. Adjournment and Closing Prayer – Shari Drees

# Annual Congregational Meeting Minutes from November 24, 2019

## BOD Members Present:

Rev. Kenny Callaghan, Shari Drees, Les Quintana-Branch, John Poarch, Felicia Miller, Joseph Gottlich, John Pall

## BOD Members Absent: None

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The Meeting came to order at 12:45 pm called to order by Vice-Moderator Shari Drees and led in prayer by Moderator, Rev. Kenny Callaghan.

Les Quintana-Branch, Clerk of the Board of Directors, announced that a quorum of 53 members were present and the congregational meeting business could proceed.

Sara Fleming presided as Parliamentarian of the congregational meeting.

## Agenda

**Motion** that the agenda for the Annual 2018 Congregational Meeting be approved.

Moved by David Wilson

Seconded by Sharon McSweeney

The motion passed unanimously.

## Minutes

**Motion:** To approve the minutes for the November 18, 2018 Annual Congregational Meeting

Moved by Sean Stephens-Sampson

Seconded by Sharon McSweeney

The motion passed unanimously.

## Reports

**Motion:** To accept the Pastor's Report, The Ministry Annual Reports, and The Board of Directors Annual Report.

Moved by Sharon McSweeney.

Seconded by Loretta Mountcastle.

The motion passed unanimously.

**Motion:** to accept the Financial Annual Report

Moved by Loretta Mountcastle.

Seconded by Sharon McSweeney.

The motion passed unanimously.

## Election to the Board of Directors

Philip Adams was elected as 1<sup>st</sup> Lay Delegate for a three year term.

John Pall and MJ Simmons were elected as members-at-large for two-year terms

## Election for the Alternate-Lay-Delegates

Felicia Miller and Les Quintana-Branch were elected to two-year terms

## Election to the Nominating Committee

Arthur Dewey, Mark Harrell, and Loretta Mountcastle were elected to the Nominating Committee for a 2-year term from January 1, 2020–December 31, 2022.

## New Business

1. Proposed Budget for 2020—presented by John Poarch, Treasurer  
**Motion** that the proposed budget be approved  
Moved by Tigger Grosvenor

Seconded by Catherine Pall.  
The budget passed with one abstention.

2. Pastor Kenny presented two By-Law Amendments:

Amendment #1 as modified by friendly amendment made by Jay Squires and accepted by the Board.  
Motion made by Ginny Loving, Seconded by Catherine Pall

**Article VI – Local church administrative body**

E. Term of Office – the term of office for members of the Board of Directors, except the Pastor, shall commence at the first of the year, be two-year staggered terms, with half being elected at each annual Congregational Meeting. Board members, except the Pastor, are limited to two consecutive elected terms. The First Lay Delegate shall serve a three-year term. The First Lay Delegate is limited to two consecutive elected terms.

AMENDMENT PASSED 46 to 3 with two abstentions.

Amendment #2 Motion made by Sharon McSweeney, seconded by Calvin Wills

**Article IX – Lay Delegate**

A. Election – the Lay Delegates shall be elected at any Congregational Meeting. A majority of the votes cast shall be required to elect. One of the Lay Delegates shall be designated as “First Lay Delegate” by the congregation at the time of election and shall serve as head of the delegation and as a voting member of the Board of Directors.

AMENDMENT PASSED 45 to 3 with two abstentions.

3. Shari Drees and Chris Kopczynski presented the new Mission, Vision and We Believe Statements. Pastor Kenny mentioned that the full 87 Strategic Planning report can be found on the church website and takes into account the congregational surveys, gatherings by members of the congregation and compiled reports.
4. Pastor Kenny stated that he and Chuck Bateman had talked to contractors regarding the church renovations. The first renovation to proceed will be fixing the back entrance doors of the church to the alley with push bars. Jay Squires suggested that the lower step entrance area leading to the Celebration Hall also be made a renovation priority. Pastor Kenny suggested that those who may have difficulties walking down to the Celebration Hall use the elevator.

**Other Business**

1. Shari Drees presented the Elaine German Volunteer of the Year Award to Kevin Barnes.
2. Pastor Kenny presented the Bubba Bruce Hospitality Award to Randy Mays.
3. Ginny Loving presented the Richard Pittenger Music Award to Catherine Pall.

**Adjournment and Closing Prayer- Les Quintana-Branch**

The meeting adjourned at 2:05 pm.

Submitted by Les Quintana-Branch, Clerk of the 2019 Board of Directors

# Pastor Kenny's Annual Report

**Looking Back** ... a retrospective look at 2020, and **Moving Forward** ... a prospective look into 2021, because where we're going is most certainly shaped by where we've been.

Every year we take time to review and celebrate what God has done through the life and ministry of our congregation. We also discern how God is leading us and what God is calling us to in the coming year. God has accomplished a lot through the people of MCC Richmond, undoubtedly God has much more in store for us. Thank you for being an amazing congregation. Thank you for being amazing people, amazing leaders, amazing servants of God. Thank you for your generosity, your leadership, your encouragement, and your unwavering commitment to *Loving God by caring for and serving others*.

2020 has not been an easy year for us as individuals, as a congregation, for our community, or for our world. We had no idea the realities we would encounter with Covid-19, the devastating social unrest, economic uncertainty and more. Yet because of the internal work we have done within our congregation in addressing conflict, hurtful and dysfunctional behaviors, and dedicating ourselves to serving one another and our community, MCC Richmond continues to make a positive difference in people's lives. With a growing passion for God, and confident that the Holy Spirit would lead and guide us ... we have experienced God's presence and blessings as we together have discovered new ways of being church, serving God, one another and our community through the life and ministry MCC Richmond.

As we made necessary changes and adjustments in re-inventing and imagining our ministries, many of you transitioned seamlessly to keep our ministries and witness alive and relevant. Thank you for your emotional agility, your willingness to adapt to new realities, to connect with each other online through Zoom or conference calls, to participate in worship virtually through Facebook Live, to welcome and engage new people, to continue to give financially, to deliver groceries to people in need and so much more. **I am so proud of the ways you have kept our congregation open, meaningful and thriving this year.** It is a great joy to serve among you, to witness your faithfulness to God through spiritual practice, and to serve as your Pastor. We miss greeting each other, giving hugs, seeing each other's smiling faces, and being physically present with each other. Even though we must stay a safe distance from one another, we realize God is never distant from us.

Utilizing the Congregational Strategic Plan, the Board of Directors had a clear roadmap of ministries the congregation is passionate about and worked hard to ensure the Mission, We Believe statements, and Our Vision were followed and emphasized. With the excellent and gifted leadership of the Board of Directors, a creative and hard-working staff, the dedication of ministry leaders and volunteers, our church has never closed during the realities of Covid-19. We have been able to serve our community safely, passionately, and effectively.

Zoom and Conference Calls have provided a way for us to be in community, share and pray together, support and encourage each other, listen to others, learn, welcome newcomers, and enjoy each other. Developing our virtual worship service has provided an opportunity for people to participate in worship and hear the good news of God's transforming love and acceptance ... literally around the globe. Many people feel welcome, ask questions about God while exploring spirituality and spiritual practice, and are learning about the relevance of God in their lives. More than ever, people are engaging in ministry in ways that works for them and many feel empowered to safely serve in meaningful ways.

Our outreach ministries remain vibrant and more needed than ever. The number of people struggling with food insecurity is growing among the homeless, the under employed, the unemployed, those who are between jobs, and seniors needing to choose between purchasing food or needed medications. The Vicky Hester Food Pantry, The Lounge and the Bread Ministry are serving more than 350+ people each week with new people utilizing this needed ministry all the time. Every week people can select non-perishable food items they enjoy, order sandwiches complete with condiments of their choice, shop for clothing, shoes, and hygiene items while wearing masks, social distancing and interacting with a host of volunteers. The love expressed during the food pantry is infectious, healing, and life-giving. This ministry is sustained by generous donations from our

congregation, neighbors, community partners, and dedicated and talented volunteers. The only requirement to receive food is a hungry stomach ... **no one is ever turned away.**

Those receiving assistance from the Good Neighbor Fund is greater than ever and those asking for more assistance than we can provide is astounding. Thank you for your generous financial gifts which make this ministry possible. People from MCC Richmond have participated in each of the Black Lives Matter demonstrations, rallies, and other social justice events throughout Richmond as we stand for justice for ourselves and others. When it comes to social justice and community activism, MCC Richmond is always present demonstrating, marching and working for equity of **ALL** God's people.

Because of your faithful and generous giving to the Capitol Campaign we have started renovations of the church building. Another generous gift was given which allowed us to have the woodwork around the stain glass windows in the sanctuary to be repaired and painted. The walls in the sanctuary will be painted in November. Thank you to all those who have honored their pledge to the Capital Campaign. If you have not made a pledge, please feel free to do so. Gifts can be given at anytime along with your regular offering.

We are in a time of pandemic ... not only related to Covid-19, but also a pandemic of racial hostility, racial injustice, racial challenges, gender identity and bigotry, political disparity, and social unrest that have plagued our nation for far too long. With this reality, may we re-establish and vocalize our commitment to be a community who serves **ALL** God's people with justice and equity. As the Beloved of God, my prayer is that we will deepen our values and continue to care for and serve others. We are people who are serious about serving others by working to dismantle and shatter racial, economic and social injustice, and gender barriers in God's name. While times are turbulent and hostile, we are people who bring the blessings of God's salt and light to one another, our community and our world. Believing in our shared values in God, let us continue to follow in the ways of Jesus by giving of our time, talent and treasure as we insist and stand for God's equity, justice, transforming love and grace. May we always be a congregation that touches the lives of everyone we meet as we usher in the kin-dom of God ... here and now ... on earth as it is in heaven.



 UUA.ORG/IMAGES

I invite and encourage each of you to join me in the following:

**Pray** - for discernment of God's will for your life, our congregation, and the courage to step out into whatever God has for you and MCC Richmond.

**Give** – Over and over again the congregation has proven to be a generous group of people. Whether the economy is great or not so great, you continue to give generously. As we continue to develop new ministries and creatively maintain existing ministries, it is your generosity that allows us to touch lives with God's transforming love. Your giving makes a difference in helping our church thrive.

**Lead** – God has blessed many within our congregation with amazing gifts ... great leadership abilities and skills as well as the ability to effectively lead others. Take the initiative to develop a new ministry you are passionate about and know you are empowered to do so. Lead by praying for, supporting, and encouraging our elected congregational leaders and ministry team leaders. Great leaders are those who delight in and know the value of following.

**Serve** – As we strengthen and discern what God is calling us to as individuals and as a congregation, it is not going to be just a few, the pastor and staff, the Board of Directors, or ministry team leaders who further God's

work ... it takes all of us working together to usher in the gifts of God's transforming love. We all have a part to play in God's family and we are gifted and blessed to serve. Whether your role is visible or invisible, whether it is something that appears grand or may seem insignificant, all of us are needed and have unique gifts to share in furthering God's kin-dom. My hope is that you would serve in whatever way possible, in whatever way makes sense for you, and in whatever way God is leading you.

Who knows what God will do among us in 2021? I believe God has many great things in store for us as we thrive and commit ourselves to ministry by *Loving God by caring for and serving others*. We know this is true because God wants to make all things new. God invites and empowers us to participate in accomplishing God's will and plan for our world. Thanks be to God!

Many blessings and much love,

~ Pastor Kenny Callaghan

## **Ministry & Leadership Annual Reports**

*Loving God by caring for and serving others*

*through the*

*Life & Ministry of MCC Richmond!*

## Ministry of Care Report

The Ministry of Care Team meets each week of the year by conference call. Leadership of the team rotates each week. During the prayer meeting, one member of the team prays an opening prayer. All members of the team take turns praying aloud for all of the joys and concerns on the Community Prayer List, the Ministry of Care Prayer/Praise Concerns List, and the Sunday School Prayer List. Members of the team also pray about additional concerns within the church and their own lives, and continue to pray for church members, family and friends. At the end of each meeting, a closing prayer for our church and its members and friends is prayed.

Pre-pandemic, members of the Ministry of Care team visited church members and friends in hospitals and other care facilities. Members who were homebound also received visits and phone calls from team members. Due to the COVID-19 pandemic, parts of this ministry that have continued and remained vitally important, in particular driving church members to and from doctor's visits, rehabilitation therapy appointments, and other health appointments when needed. In addition, Lydia Melton has led the Ministry's card ministry where cards and letters are sent to church members who are seriously ill, recovering from injury, have lost loved ones, or are experiencing a particularly trying time in their life. The card ministry has helped to keep our church members connected during the pandemic and have let church members know that people love them and are praying for them. Also during the pandemic, members of the Ministry of Care team have been calling other members of the church to connect with them, particularly those members of the church who may be socially isolated.

The Ministry of Care team currently has six active members, including Tom Barks, Kirk Blandford, Mark Harrell, Lydia Melton, Rev. Cheryl Owen-Watson, and Les Quintana-Branch. The team is always looking for new members to join our team.

Submitted by Kirk Blandford

## Tuesday Night Church Check-In

MCCRVA's Tuesday night Check-in has been such a blessing to me personally and I believe for the folks who have joined in. Most of the time it is a small group of women (some men join as well) who laugh, cry, share and uplift each other through this trying time. We will, I believe, carry on this tradition even after the pandemic is over.

Submitted by Carol L. Anderson

# Ministry of Outreach and Social Justice Report

The Social Justice team has not met because of Covid-19. However, we remained engaged with activity during these unprecedented days.

For example, during Black Lives Matters protests and demonstrations, members and friends of MCC Richmond were present in support of equality and equity for ALL people and helping to make the Richmond community and this nation a safer and more justice-seeking society.

The Vicky Hester Food Pantry has continued to be open throughout the pandemic. The later part of March and all of April we served a lunch on the front steps of the church building. This allowed us to serve those who come to the Food Pantry and allowed for social distancing. The team of volunteers then transitioned to serve a to-go lunch complete with made-to-order sandwiches and other food of people's choice. We also worked hard to build a system where the entire Food Pantry ministry could serve people safely insisting that people wear masks, and social distance. Besides selecting non-perishable food items of their choice and receiving lunch, people also shop for clothing and hygiene items. Due to the pandemic the number of people we are serving has more than quadrupled. We have are also experiencing a large number of people coming to the Church Office asking for food daily.

The Vicky Hester Food Pantry is blessed with contributions and donations from members of MCC Richmond, our FAN community neighbors, and community partners. It is amazing to see that whenever we run out of an item, God provides it through the generosity and donations of others.

We are also blessed to have more volunteers from our congregation and the community working together to keep this ministry going:

Bubba Bruce  
Richard Kratzer  
Tia Meek  
Georgia Thweatt-Johnson  
Jay Irvine  
Kirk Blandford  
Carla England

David Peak  
Darryl Meadows  
Pete Evans  
Peggy Sterling  
Allen Crumpler  
Pastor Kenny and Sean help keep us safe, moving forward, and being cheerleaders!

Our Clothes Closet is also steadily being well stocked by donations. This allows us to help people who are wearing tattered clothes or need shoes, sweaters, sweatshirts, and jackets. We are now looking for winter hats, gloves and scarves. We are also in need of men's tennis shoes or boots in sizes 11, 12 and 13. Our list of community partners continues to grow. We are now a city designated location that receives and provides free masks to the community. This also allows us to provide extra masks to Food Pantry visitors. Those in need of masks can visit [rvastrong.org](http://rvastrong.org) to find a free mask site in Richmond, VA. Sylvia Sisters has provided feminine hygiene kits for women.

We are looking forward to giving Thanksgiving Baskets this Thanksgiving Season. Stay tuned for details of the donations we will need for this ministry to be a blessing for others. We will also be serving a Thanksgiving To-Go Lunch complete with turkey and all the Thanksgiving fixins. Thank you for your support and generosity in making this a reality.

While not motivated by numbers, the tremendous growth in visitors to the Vicky Hester Food Pantry demonstrates the extreme need in the community for this vital ministry. We will continue to do God's work with care and love wherever and whenever needed.

Submitted by Tigger Grosvenor

# Bread Ministry Report

The Bread Ministry is a partnership with Panera Bread's Day-End Dough-Nation program. At the end of each day, Panera Bread stores donate unsold bread and pastry products to participating non-profit organizations. Through the Bread Ministry, MCC Richmond has collected donations from Panera Bread in Carytown on Mondays and Fridays for many years. This location closed May 26, 2020, so we immediately applied for and received approval to pickup donations from the West Grace Street Panera near VCU (810 West Grace St, Ste 2, Richmond, VA 23220) on Mondays and Wednesdays. Donations are immediately brought to the church and individually bagged for distribution to community partners, the Vicky Hester Food Pantry, and MCC Richmond Friends & Family.

Prior to the COVID-19 pandemic, donations were taken to The William Byrd Senior Apartments, The Doorways, Unity of Richmond, Dominion Place, First Responders, The Ronald McDonald House, VCU RamPantry, Grace House, and a group home for me. For health precautions and safety, all of these organizations, except the William Byrd Senior Apartments, Dominion Place, and Grace House have put donations on hold.

The following individuals have contributed their time & talent to the Bread Ministry. Many of these great volunteers are staying home for health safety during the pandemic and we celebrate those decisions. However, the Bread Ministry continues to operate as a vital feeding ministry and invites participation from all those who can do so safely during the COVID-19 pandemic.

Leslie Nelson  
Greg Nelson  
Kendell McKnight  
Kirk Blandford  
Sherry Baxter  
Robin O'Neil  
Tom Barks  
Lydia Melton

Sally Watkinson  
Philip Adams  
Calvin Wills, Jr.  
Bubba Bruce  
Kat Harris  
Rob Douglas  
Pastor Kenny Callaghan  
Sean Stephens-Samson

## ***Highlights from 2020:***

- In 2019, the Bread Ministry received Monday donations of 9,081 bread or pastry items with a retail value of \$22,415.90. It's estimated that an equal amount was received on Fridays, for a total of about 18,000 items with a value of about \$44,000.
- The Carytown Panera closed in May. However, the Bread Ministry immediately started receiving donations from the West Grace Street Panera near VCU.
- The Bread Ministry, along with the Vicky Hester Food Pantry & The Lounge as part of our feeding ministries, cares for and serves over 350 people each week and continues to operate during a global pandemic as a priority mission of MCC Richmond.

## **Goals for 2021:**

- Continue to increase volunteer participation – we sometimes have the opportunity to pick up other Day-End Dough-Nation days as needed, but it requires transportation and the ability to pickup/package at night.
- As needed, expand the list with whom to share our bread and pastry donations.

Submitted by Sean Ryan Stephens-Samson & Pastor Kenny Callaghan

## Shoe Ministry

For three years in a row, MCC-Richmond has participated in the Greater Richmond Partnership of Churches ministry, "New Shoes for Back to School". Because of COVID-19, this ministry took on a different form this year.

In past years, congregations around Richmond have donated new shoes to the ministry, and the shoes were distributed on Labor Day to school-age children at two locations, one in downtown Richmond, the other south of Richmond. This year, the committee, based on recommendations from the Health Department, the governor, the mayor, and other leaders, did not feel it was safe to bring thousands of families together in two locations. The decision was made to distribute the new shoes directly to the schools most in need.

Schools in the Richmond Metro area that are identified as Title I schools, along with those that have a high percentage of students eligible for the free lunch program, were sent letters inviting them to request shoes for their students in need. Once the shoe requests were received by the team, each participating congregation was assigned two or three schools.

Despite the economic downturn, MCC-Richmond exceeded our goal this year. We contributed 98 pair of new shoes for children in need. We delivered 40 pair to Falling Creek Elementary School (Chesterfield), 44 pair to Martin Luther King Middle School (Richmond), and 14 pair to Baker Elementary School (Henrico). Two other congregations also contributed to Baker Elementary School, so that Baker received a total of 45 pair.

Great job, MCC-Richmond!

Submitted by Rev. Cheryl Owen-Watson

## **Adult Sunday School Report**

To say that this has been a strange year is certainly an understatement! However, the Adult Sunday School survived, and some would say even thrived, through this pandemic. Our average attendance in Sunday School is 10 with a peak at 16. Some of our faithful folks are still waiting for the in-person class to start again, but they are always part of the group in spirit and keep in touch through email. They simply prefer the in-person to virtual. We have not had to cancel a Sunday School class throughout this time; and I wish to thank Philip A., Tia M. and Arthur D. for stepping up to lead the class when I was unable to facilitate.

Our time together is spent studying the Bible as well as other non-Canonical texts. There is always wonderful discussion and sharing. In fact, part of the Covid response is to have an extended “check-in” time from 9:00 to 9:30 and then to begin our study. This has helped us to navigate this very stressful time by sharing with each other. One of the initiatives that we started before the pandemic was to read the Bible in 1 Year. Several folks participated. Calvin W. has been faithful in posting on FaceBook how the reading has impacted him and we have all benefited from his sharing.

Blessings from the entire Sunday School Class. We look forward to the day when we will meet in our traditional space together, but for now we are still able to study and “see” each other.

Submitted by Carol L. Anderson

## **Tuesday Night Line Dance Class and Country Dancing**

Every Tuesday at 8:00 PM at Babe’s we had line dance lessons from beginner dances to more challenging. Beginning at 9:00 we had open dancing (line dancing, two-step, waltz). We gathered to dance and fellowship. The last night of dancing in 2020 was March 10. We miss it so much!! Not only the dancing, but the time we spent together. We know that we will return to Babe’s when it is safe and we are working on a way to dance outside being physically distanced. Line dancing certainly can be done a comfortable distance apart. Members of the group have continued to support the Vicky Hester Food Pantry, as we have always done, throughout this time apart. The folks that come on Tuesday nights, whether part of MCCRA or not, become part of a fun-loving faith community who shows compassion and caring for all. A particular blessing was to be able to host a baby shower for two of our dancers and their new baby girl. Even in the midst of the suffering and fear from this pandemic, God blessed us all with this wonderful new life.

Blessings from all the dancers.

Submitted by Carol L. Anderson

## Fine Arts / Music Ministry Report

The vision of this ministry is to provide individuals an opportunity to participate in a consistently sound program of music and to allow for performances of this music as an integral part of our worship service which brings joy to the participants and the congregation.

The team members include: Ginny Loving, Macon Mann, Catherine Pall, MJ Simmons, Les Quintana, Mark James, Darlene McDaniel, and Amanda Granozio.

2020 has been an interesting year for (not only) the music ministry. Due to COVID – 19, we are unable to meet as a group, perform in church, etc. In order to remain connected, we meet weekly on Zoom for check-ins and an activity planned by one of the choir members. We felt we needed face additional time, so we plan an outdoor monthly meeting, graciously hosted by MJ Simmons (in her backyard).

Illness and personal challenges of music members always has an impact on the success of our group. We continue to pray and praise together as we face joys and sorrows.

Accomplishments in 2020:

- Added a winter retreat to our calendar which was held in January.
- Provided music for Sunday services each week for January, February and March.
- Began planning for the annual Easter Musical ... AND THEN COVID HIT!!
- Weekly meetings via zoom that provided for check-ins and an activity planned by a choir member.
- Monthly gatherings, COVID-safe, to visit and discuss upcoming “events.”
- Created a virtual choir anthem (Press On) that was released via YouTube in October.
  - Planning for a 2nd release (You Say) in November.
- Small group of choir members are part of the FB Live worship service each week, providing music, singing and worship leading.
- Modified Summer Retreat (Don’t Let the Grinch Steal Your Joy).
- Planned and executed “Music Sundays” in August, September, and October.
- Music Director plans music for weekly worship services.

Goals for 2021 include:

- Continue to build the Music Ministry despite COVID-19.
- Participate in UFMCC’s Christmas Music Plan.
- Get back to in person worship ASAP!!
- Continue to add more contemporary music to our library.

Submitted by Ginny Loving, Music Director

# Bi+ Discussion Group Report

## Who We Are:

- We are a safe space, especially dedicated to representing need for community amongst those attracted to more than one gender and our allies.
- We welcome all people, regardless of orientation, faith, race, gender, or age...
- We run a bi-weekly support discussion group.

## How Covid Has Affected Our Ministry

- We used to meet twice a month and focus on special discussion topics. Now, we are meeting on Zoom every other week and focusing on support so as to provide more frequent ability to meet a special need of people during these times. Zoom Meeting venue at MCC helped average attendance from 3 to 8 people per meeting.

## MCC Richmond Congregation Support Helps Our Ministry/Program:

- Provided Zoom meeting space.
- Printing for special fliers.
- Advertising in Weekly web-bulletin.
- Website space: [mccrichmond.org/bi-discussion-group](http://mccrichmond.org/bi-discussion-group).

## Special Thanks

- to Jim Burns, who has made great impact on our ministry, particularly on helping us be welcoming. He and his husband, Joey King, have brought cookies to our (pre-COVID) meetings and always had plenty of hugs, greatly improving the hospitality of our space and providing both well-appreciated nourishment and care. Jim has provided connection to new members, showing genuine interest in the stories of others, confirming that they are ok--just as they are, and helping them know that they are worthy of dignity and love. Our community would not have been the same without his particular way of loving others.

## Goals for 2021

- Continue the discussion, to provide forum for expression and community-building.
- Connect with other networks, grow the virtual service.
- Grow leadership team, adding to discussion and event facilitation.

Submitted by John Pall

# Centering Community Report

Centering Community carried onward into our second year where, every Monday at 6pm, attendees share in dialogue and seated meditation either at MCC's Community Center (or online). This is a time of connection and reflection open to all, centered around accessible practices of contemplation and mindfulness. The basic goal is to aid in the ongoing mission of supporting a safe space for individuals where they can be welcomed with openness, supported in love, and encouraged in wellness through the gift of sharing time and being present. We hope this to be a time for encouraging practices of transparency and authenticity which can be carried forward throughout the week.

The group strives for shared leadership by all in attendance, with facilitation provided by Georgia Johnson and Rob Douglas. The general schedule begins with roughly ten to fifteen minute time of welcome, greetings and catching up. This opening time has included dialogues around personal experiences with meditation, teachings on basic contemplative practices, and encouraging readings. This is followed by a twenty to thirty minute time of silent, seated meditation or preferred centering practices. And, the session is concluded with an additional ten to fifteen minutes of reflective dialogue on the experience.

To accommodate the challenges of COVID-19, the group went remote in March leveraging MCC's Zoom account. In late summer, due to the groups smaller size, the decision was made to pivot to a hybrid meeting style in which those comfortable and healthy are invited to join with masks for an in-person time of meeting, while remaining available through Zoom as well. Core attendance has been consistent with a group of seven in attendance most every week, alongside a sporadic addition of others primarily through Zoom (some coming via locations beyond Virginia!).

Remote meeting for silent mediation has not been without challenges; however, the opportunity of connecting in a safe and far reaching manner far outweighs any costs. We are grateful for the technological support and investment to allow for virtual space as needed.

As shared earlier, this time is far less about any specific teachings or meditation practices, and more so about simply being together and finding a space of peace where we can practice engagement in authentic selves and shared consciousness of love. Each meeting has consistently brought new reflections from participants about both their honest challenges and gratitudes toward the time of meditation, as well as their lives beyond.

As a new year approaches, the 2021 goals for this ministry are to continue moving forward with these same trends of being a place of connection and restoration for anyone who may join in the meeting time. We invite you to join in celebrating this time with hopes and intentions that we always recognize every voice in our meeting has value, we are an open and affirming space, and that our shared humanity is expressed in diverse ways.

Submitted by Georgia Johnson and Rob Douglas

# Communications Team Report

In January of this year, the Board of Directors discussed and approved the formation of a team, led by Sean Stephens-Samson, to look at online and printed communications. The following people serve on the Communications Team:

Calvin Wills  
Catherine Pall  
Chris Kopczynski  
Heather Shaw

Les Quintana-Branch  
Loretta Mountcastle  
MJ Simmons  
Tia Meek

Previously, MCC Richmond communications were carried out independently by church staff and volunteers with minimal coordination and limited social media reach. Using the 2019 Strategic Plan, the Communications Team started working to align and coordinate all communications as a single voice (guided by the Mission, Vision, and We Believe Statements) and to expand the reach of MCC Richmond messages.

The onset of the COVID-19 pandemic served to speed up the team's work. Beginning with quarantines, weekly Zoom meetings and conference calls were established so that ministries, friends, and family could stay connected. Worship services immediately moved to a virtual format on Facebook Live. In April, Pastor Kenny began recording weekly videos for social media, one of which is a teaser/intro for the upcoming Sunday message/reflection/theme. An Instagram presence was started in May/June to expand MCC Richmond's reach. YouTube has been expanded to include all recorded worship services, social media videos, and other video campaigns. Frequent updates, coordinated campaigns, and engaging videos on all platforms have worked to increase our presence.

As of October 2020 MCC Richmond has increased its Facebook following by 100 people which is an increase of 77%, and with a weekly reach just short of 2000 people. Instagram continues to grow with over 70 followers and virtual worship viewership and attendance has increased from 15 live viewers at the start to regularly seeing video views of 200 plus people per week. YouTube has added 46 subscribers.

In the year ahead the team hopes to:

- Continue using the Strategic Plan as a guide in coordinating MCC Richmond communications
- Expand virtual worship services to other online platforms, i.e. YouTube, [mccrichmond.org](http://mccrichmond.org)
- Improve camera and sound capabilities for virtual worship services
- Grow Twitter presence
- Engage with other MCCs and people around the globe
- Engage and connect with new, especially virtual, visitors, friends, and family
- Engage and connect with visitors, friends, and family that may be technologically disenfranchised or challenged.
- Engage and connect with those who don't know about MCC Richmond as well as community partners.
- Update and enhance the website
- Highlight and grow the ministries and messages of the church virtually

We give special thanks and gratitude to those who have worked so hard to support this ministry and those who continue to engage with virtual worship and outreach as we learn and grow. Grace and patience have allowed thrive.

Submitted by Catherine Pall & Sean Stephens-Samson

# Fundraising Team Report

Ricki King – Team Leader

The vision of this ministry is to provide additional funding to support the ministries of the church through FUN activities and events.

The team members include: Ricki King, Ginny Loving, Kirk Blandford, Chuck Bateman, Wayne Throckmorton, Leslie Nelson, Kendell McKnight, Tia Meek, Joey King, Les Quintana-Branch, Tempestt Southall, Jim Burns, Sean Stephens-Samson, ... and with apologies to anyone inadvertently omitted!!

2020 has been challenging for the FUNdraising team as COVID-19 prevented many of the activities we had planned. But we have had some successes!

Accomplishments in 2020:

- Red & White Affair in February – raised \$2264.42
- The No-Event FUNdraiser in September – raised \$10, 450.00

Goals for 2021 include:

- Continue to plan and provide FUN activities to financially support MCC-Richmond as soon as COVID allows!!

Submitted by Ginny Loving & Ricki King

# Facilities Report

The beginning of the year started off routine. I actually remarked in my March facilities report about the routine nature of facilities, and I was not chasing “crises”. I felt a sense of accomplishment in that. It is normal to replace lightbulbs as needed. I also replaced a light ballast. Replacing ballasts is rather easy and money saving for the church; in that we don’t need to spend the money in replacing the entire fixture and having an electrician do it.

I started also working an extra facilities side project, the Site Safety Map. These are simplified diagrams/maps of the church, located in various spots so that visitors can readily view them when necessary. The purpose of these maps is to provide important information in case of an emergency; such as nearest safe exit route, locations of fire extinguishers, first aid kits, AED(s), and additional safety information as necessary. Although they have not been installed yet, they will be as time and circumstances allow.

This year has also seen the beginning of the upgrading and refreshing of the Sanctuary. We started off with repainting of the windows and trim. With help of MJ Simmons and other friends and members of the church, we were able to unattach the pews from the floor and each other so they could be moved. This allowed the painters faster access to areas in front of the windows. Otherwise, the painters would have had to spend that doing it themselves; and time is money. A huge thanks to all that have helped and continue to help make these upgrade projects go smoothly and happen faster.

Unfortunately, due to rise of COVID-19, and its spread, the use the church facilities has reduced. As a result of this, facilities side projects have slowed down as well as the need for facilities upkeep. However, I do remain available and oncall if the need arises.

This year 2020 has been a year of great change. Many of us have experienced a great range of emotions, and spiritual growth. Many of us have experienced loss, and hardship. But, I know in my heart, we will come out of this stronger both as individuals and our church family as a whole. We will experience and accomplish wonderful things next year.

Submitted by Joseph Gottlich, Facilities Director, Board of Directors

## Vice Moderator Report

**When we budgeted and planned for 2020,** we had no idea how difficult a year it would be for so many. As a result of the ongoing global pandemic, many people are dealing with the loss of loved ones, financial instability, unemployment and social isolation. In some cases, many have had to deal with other health issues and problems at the same time they're trying to cope with the effects of the pandemic. We could not have known that this was coming or how to prepare for it.

We continued to focus on our ministries as our priority. The generosity of our members and community, along with the dedication of our volunteers and staff, allow us to end the year on solid ground. During a year of such great difficulty and pain, and so much that still must be done, we cannot celebrate victory. We can and should celebrate our many blessings and the contributions of all our members and friends.

I am very proud of our Church, of you, and all that we represent together.

**Just as we have in prior years, we began 2020 with a board retreat.** We updated the Board Covenant and through guided exercises we got to know one another a little better. This became the foundation for a friendship we have enjoyed. No task or decision was too difficult for this group of friends to deal with.

**We have depended on our electronic tools.** We have met our challenges head-on during the pandemic. We shifted to virtual meetings and increased the use of video conferencing to stay connected with one another and our communities. As a board, we continue to use shared on-line folders, electronic collaboration and video conferencing. The investment in time to shift to a complete financial system last year aided us to manage our resources with up-to-date and factual information. We began using facebook live for our Sunday worship (thanks to our dedicated members and friends pushing a little and some generous donations).

**We used our Strategic Plan to prioritize our ministries and guide our response to the pandemic.** We began the year by reviewing several of our strategic initiatives in each board meeting and discussing the meaning and intent of each. When the pandemic required that we limit or stop physical attendance, we relied on our strategic plan to prioritize what we must continue doing in any circumstance.

*We serve God by serving others.*

The safety of the community we serve, and our members and friends, has been at the forefront of our planning. We discontinued in-person worship when it became unsafe and put in place safety protocols for the ministries that must continue on site (for example the food pantry and lounge). When it was safe with appropriate measures, we opened for in-person counseling and meditation in the church sanctuary. Around mid-year, again with safety measures, we began welcoming back a limited number of people for in-person worship on Sundays. At each step, we have been guided by our mission.

*We serve God by serving others.*

We look forward to the day that the pandemic is behind us and have begun discussing what changes may be required for our church to reset and remain vibrant when the time is right.

**Our finances are strong.** We are blessed by the tremendous generosity of our members and friends. We give thanks and embrace our responsibility to be good stewards. Our Pastor and church staff have done a great job managing our expenses and reducing our costs where possible. Our board thoroughly reviews our finances each month and carefully considers new expenditures. We applied for, and received, a PPP loan and grant when it became available. We have maintained our staff during this time and continue to meet our financial obligations.

We will propose a balanced budget again this year.

**We look forward to 2021.** The uncertainty and challenges we faced this year have been extraordinary. Our response as a board and the response of all our members and friends, gives me great confidence going forward that whatever comes our way, we will continue doing what we do best.

Thank you for the honor to serve on your board.

Submitted by Shari Drees, Vice Moderator, Board of Directors

# Board of Directors Annual Report

## November 2019 – Congregational Meeting

- John Pall and M.J. Simmons were elected to the Board at the November 24, 2019 Congregational Meeting for two-year terms beginning in January 2020. Philip Adams was elected as First Lay Delegate for a three-year term beginning in January 2020. John Pall was elected as the Second Lay Delegate for a two-year term and Les Quintana-Branch and Felicia Miller were elected as Alternate Lay Delegates for two-year terms beginning in January 2020.
- Two Bylaw Amendments were approved by the membership regarding clarification of terms and Board positions at the Congregational Meeting.

## December 2019

- Board Training was held.

## January 2020

Board retreat held on January 18, 2020.

- A special gift of \$25,000 was received at the end of 2019 to be counted as deferred income for sanctuary improvements.
- Church Fundraising program for 2019 brought in \$21,360.32 which represented 138.45% of their goal.
- Board elected officers will be Pastor Kenny as Moderator; Shari Drees as Vice-Moderator, John Poarch as Treasurer, Philip Adams as Church Clerk and First Lay Delegate, Facilities Director is Joseph Gottlich assisted by M.J. Simmons and Members at Large are John Pall (also Second Lay Delegate) and M.J. Simmons.
- Board adopted 2020 Board Covenant.
- Board agreed to sponsor a voting registration.
- Section of the Church Strategic Plan was reviewed.
- Board voted to authorize the use of the Square program for giving for one year.
- Board authorized a Technology Team under the leadership of John Pall to research aspects of online giving.
- Board voted to develop a Communications Team under the leadership of Sean Samson-Stephens.

## February 2020

- Updates received from both Technology and Communications Teams.
- Board voted to accept a proposal in the amount of \$87,013.86 for renovations in the fellowship hall.
- Section of the Strategic Plan was reviewed.
- Board determined to sponsor a table at the Equality Virginia Annual Dinner.

## March 2020

- Board approved \$2,575.00 in supplies and fixtures for the renovations in the fellowship hall.
- Facilities Director, Joseph Gottlich presented a markup of floorplans for the fellowship hall and sanctuary showing exit lights, exits, smoke detectors, AED and fire extinguishers.
- Board approved name change for online giving account to E-Giving account.
- Plans for Holy Week reviewed.
- Section of the Strategic Plan was reviewed.
- Highlighted a four-part series on Wednesday night under Education Intern, Philip Adams during January and February.
- Gift of personal photography entitled “A Winter’s Dawn” was presented to the church by Joseph Gottlich.
- Technology Committee on E-Giving gave final report; pilot was successful and everything is now set up.
- Discussion of COVID-19 and its impact on church gatherings. Meetings were prioritized based on what could be continued and what could be postponed. Discussions on safety, cleanliness and precautions were conducted.

## April 2020

- Board held a special meeting on April 2 solely for the purpose of COVID-19 issues.
- Board approved research into the Cares Act, deferral of the church mortgage, and radical cancellation of most of the church activities. The Food Pantry and Homeless Meal will continue outside as a necessary ministry.
- The Board has approved a Zoom subscription to conduct Sunday School and meetings. Worship will be conducted by Facebook Live.
- Board authorized a letter concerning COVID-19 to go out to the membership under the preparation and review of Shari Drees and M.J. Simmons.
- Staff and Board member completed application for the SBA Loan. This was approved by Atlantic Union Bank.
- Board discussed live streaming results and increased activity on website/social media.
- Section of the Strategic Plan was reviewed.
- Government-limited attendance for worship services started in April.
- Communications Committee reported on enhanced social media with 333% increase in MCC Richmond followers, 173% increase in Richmond page likes; 878% increase in Richmond page views; 1991% increase in Richmond post engagements and 700,600% increase in MCC Richmond video views of the service.

## May 2020

- Special Meeting held on May 3 to grant authority to Pastor Kenny, John Poarch and Joseph Gottlich to sign loan documents for the SBA Loan with Atlantic Union Bank.
- PPP loan for payroll was approved and will reflect \$10,136 to cover salaries, mortgage interest and utilities at a payback rate of 2.5%. Payments will be allocated over an eight-week period.
- Zoom meetings for choir, Sunday School, and various other groups continue.
- Board determined not to pursue physical returning to worship at this time.
- Congregational letter concerning COVID-19 decisions was authorized under the leadership of John Pall, M.J. Simmons and Shari Drees.

## June 2020

- Board informed that 80% of the SBA Loan had been delegated to salaries.
- Board approved painting of interior sanctuary windows by H.J. Holtz at a cost of \$6650 to come from the special gift.
- In-person worship guidelines produced by Shari Drees were reviewed and updated. Board will monitor the COVID Act Now website as a guideline to assist with determining an appropriate time to return to limited in-person worship.
- Board began process of reviewing and updating the Policy and Procedures Manual.

## July 2020

- Board continued to review and update the Policy and Procedures Manual.
- Board members Joseph Gottlich and M.J. Simmons moved the pews for access for the sanctuary window painting.
- Determination made to allow a reservation system for 12 individuals over the 12 workers for in-person worship not to exceed 25 individuals starting August 2, 2020. John Pall and Shari Drees will draft a plan and a letter to discuss the process and conditions under which the worship services will open back up on a limited basis.
- Board agreed to re-bid church insurance.

## August 2020

- Church giving remains strong in spite of COVID-19.
- Continuation of review and update of Policy and Procedure Manual.
- Report that in-person worship was going very well with no issues or problems so far.
- Bi+ group has an awareness week planned for September.

## September 2020

- No Fundraiser raises more than \$10,500!
- 96 pairs of shoes for back to school children were donated.
- Final changes made to Policy and Procedure Manual.
- Plans for Congregational Meeting reviewed with UFMCC guidelines and suggestions. Voting by Zoom Poll was demonstrated by John Pall.
- Committee of Shari Drees, John Poarch and Joseph Gottlich will prepare the budget correspondence and a Committee of John Pall, M.J. Simmons and Philip Adams will prepare the congregational letter and process for voting.
- Board approved a proposal to waterproof the front sanctuary stops by Richmond Primoid at a cost of \$9,575.00 paid for by the Capital Campaign account.

#### **October 2020**

- Board recommended a final 2021 Budget to be presented to the congregation.
- Board approved the final wording for the Congregational Meeting correspondence.
- Board approved a painting bid for \$3,770.00 for Sanctuary walls by H.J. Holtz @ Son.

Submitted by Philip Adams, Clerk of the 2020 Board of Directors

## **Presentation of Candidates for Election**

The nominating committee would like to submit the following candidates for the two positions that are open on the Board of Directors that are up for vote in the 2020 congregational meeting:

- Shari Drees
- Tiana Meek

After given careful consideration and seeking our Creator in prayer for guidance on serving on the Board of Directors, these two candidates are prepared to serve in God's kin-dom to the best of their ability. Both candidates have completed the applications and submitted them to the Clerk of the Board of Directors, and they are prepared to stand before the congregation to share why they feel called to serve our congregation as a member of the Board of Directors.

Thank you for your time and service to our church.

Your brother in Christ,

Mark Harrell

Nominating committee members:

Mark Harrell (Chair)  
Catherine Pall  
Chris Wood-Kopczynski  
Loretta Mountcastle  
Joey King

## Shari Drees – Board of Directors Candidate

Shari Drees  
9101 Spyglass Hill Ter  
Chesterfield, VA 23832

October 21, 2020

Carol Anderson  
Chair of the Nominating Committee  
Metropolitan Community Church of Richmond  
2501 Park Avenue  
Richmond, VA 23220

Dear Carol:

I am honored to submit my application to continue my role on the MCC Richmond Board of Directors as Vice-Moderator. I humbly request your consideration.

### Personal History

I have served the LGBT community on the Equality Virginia Board of Directors since July of 2014. I was elected to the Executive Committee in June 2016 and re-elected in June 2018. After 5 years of service, I left the EV board in September of 2019.

In 2016 I joined the Chesterfield County Democratic Committee and in 2018 I began to serve on the Bylaws sub-committee.

In the local community I am known for participation in community events, political networking and various fundraisers.

With 37 years of continued service I retired from General Electric in May 2017. I was blessed with opportunity and was promoted to Vice President, responsible for procurement for our North American business (Alstom Power Service).

My training includes numerous company sponsored events in business law, ethics and compliance, leadership, presentation skills, six sigma, supply chain management, export compliance and environmental health and safety as well as Board of Director training at Equality Virginia and Advocacy training by the Virginia Civic Engagement Table at VCU.

### Vision for MCC Richmond

I still identify with the vision we wrote in our strategic plan in 2019: "Loving God by caring for and serving others". This vision statement has guided us well during the global pandemic and it provides a direction for the future.

### Ministry Participation at MCC Richmond

- Community Connections and Networking Ministry
- Usher
- Interim Clerk of the Board of Directors
- Giving Campaign Committee
- 2nd Lay Delegate
- Strategic Planning Team
- Compensation Committee
- Vice-moderator (2019-2020)

### Summary

I am very proud of the global movement of MCC churches and MCC Richmond in Particular. Our reputation is that of a loving and caring church community. I can't think of anything better to belong to.

For your prayerful consideration.

Sincerely,

Shari Drees

## Tia Meek – Board of Directors Candidate

My name is Tiana Evette Meek, commonly known as TiA by family and friends. I'm a published and cited author, concert violist, Mensan, rugger, certified holistic life coach, qualified mental health professional, sister, daughter, god-parent and so many things. I was raised in Northern Virginia where I attended Prince William County Public schools and Good Shepherd United Methodist Church, the round building in Dale City, Virginia. I studied music and business (B.S. Arts Management) at the Conservatory for Performing Arts at Shenandoah University on both a talent scholarship and a United Methodist Church affiliation grant. After completing undergrad I served with AmeriCorps in Providence, Rhode Island where I worked with Trinity United Methodist Church to resurrect their historic theatre by creating and developing a summer youth arts camp that included dance, drumming, music, and visual arts such as mural painting, photography and sculpting. In this short window of time, I was briefly married to a Catholic man... It was frivolous. It was fun. We parted ways and I moved back to Virginia to begin working full-time first for a number of bookstores then I fell into teaching. I chased a girl to Baltimore where I started my first contract as a special education teacher. I agreed to work in a correctional school, Harbor City High School. I found my work there very rewarding, not because I was passionate about teaching but because I was compassionate as I learned about my students and their lives and how it was they came to be placed in a correctional school; homelessness, single parenthood, LGBTQIA+ identity, truancy due to a parent's drug addiction leaving students to care for siblings. For all these reasons, I have remained in alternative and therapeutic educational settings over the last two decades.

I spent a few years working full and part-time at a United Methodist outdoor adventure camp. I loved it there for the people and the wonderment of watching God's creation bloom and become, season after season. I took a break from teaching school aged children and moved into higher education for five years. With all my experience in the classroom as a special education teacher, I immediately found myself creating and growing a team of academic advisors that supported and engaged adult students with existing and brand new disabilities while at the American Public University System (APUS). There I became an advocate for those injured and/or disabled as I published articles, provided lectures and mentored new advisors by request and nomination with the National Academic Advising Association. As a student (because it was a benefit to employment) at APUS, I began a Masters in Peace and Conflict Resolution. In the process of building a thesis on Christian-Islamic relations Post 9-11, I realized that the breakdown of peace and unity between christians and muslims goes as far back as the (rumored) brotherhood of Ishmael and Isaac. I abandoned that degree. I left APUS, resigned due to administrative differences, and applied to Wesley Theological Seminary as a student in their Masters of Theological Studies program. I loved seminary and often wish I could go back. I attended the traditional classes (Hebrew Bible, New Testament, Counseling for Pastoral Ministry) as well as unconventional courses such as The Bible as Literature, Masters of Suspicion (Freud's illusions , Nietzsche's nihilism , Marx's ideology), and Community Building through Drama. What I liked most about my time at Wesley was having the ability to attend partnering institutions through the Washington Theological Consortium: The Catholic University of America (Ancient & Modern Philosophy, Logic), the Samuel Dewitt Proctor School of Theology at Virginia Union University (Christian Ethics), Virginia Theological Seminary (Writing as Ministry, Imaginative Writing), and the Graduate School of Islamic and Social Sciences (Peacemaking in Muslim and Christian Traditions). My time at Wesley was the catalyst to my Becoming . My religious faith was drastically changed; my immanent spirituality was confirmed; and I chose to live openly in my personal identity as a black queer feminist theologian (swearing and spitting and all).

In my years at APUS and then at Wesley, I was in a committed relationship and briefly married to Katie, my now "late" ex-wife, who identified as a "trans woman" (her words). After we separated, we remained friends until her passing in 2018. Before meeting her, I was already working in a professional aspect with the young trans community in the DC Metro area with organizations and individuals such as DC Black Pride, Casa Ruby, and the indelible activist and writer Rayceen Pendarvis of The Ask Rayceen Show. Though relocating to central Virginia has altered my relationships with these specific community groups, I have begun to create new connections here in the Richmond area mostly through my associations within MCC Richmond. Prior to joining Metropolitan Community Church of Richmond, I had worked with United Methodist, Episcopal and a Unitarian Universalist Congregation; choir director, pre-school music teacher, religious education assistant, resident assistant, youth counselor, Sunday school leader, library assistant, children's church leader, team building facilitator.

Though growing up United Methodist, I often felt like I didn't fully belong. Now with MCC Richmond, I finally feel like I can be my whole self and not just the parts of me with which the Euro-centric heteropatriarchy condones. After participating in the many facets of the United Methodist Church, I was approached by a female church leader (whom I admired) who wished to support me in Global Missions through the United Methodist Women. However I am queer and I could not, at that time, bring myself to share that information with this woman, because I had not "formally" told my mother... yet seemed like everyone else (even my father) knew. And because the Book of Discipline of the United Methodist Church explicitly states:

*While persons set apart by the Church for ordained ministry are subject to all the frailties of the human condition and the pressures of society, they are required to maintain the highest standards of holy living in the world. The practice of homosexuality is incompatible with Christian teaching. Therefore self-avowed practicing homosexuals are not to be certified as candidates, ordained as ministers, or appointed to serve in The United Methodist Church.*

So I did not accept the support of my esteemed church member and I could no longer accept the stance on ordination within the church in which I had been raised for 32 years. In anger and disappointment I wrote the essay Jesus Loves Me but The Church Hates Me: How Misogyny, Racism and Homophobia have Dismembered the Body of Christ for the Eighth Annual Ecumenical Essay Contest of the Washington Theological Consortium. I left the United Methodist Church. I struggled for a short time finding a new faith community, but gratefully was led to MCC Richmond.

I was quickly welcomed and inundated by the goings-on of MCC Richmond. Before becoming a full member, I often referred to MCC as the "Flaming Gay Church". Now I know it to be so much more; more like a family and not segregated to only those identifying as non-cisgendered heterosexual. Since joining MCC Richmond I have aided in supporting the Fundraising Committee, the Spirits of Joy, the Communications team, sometimes making sandwiches at the lunch lounge, and have attempted to organize a younger adult group to help encourage new membership and further expand MCC's outreach to the greater community of Richmond. And that is my vision for MCC Richmond; that we continue to be shared among families of all ages and generations, from the very old to the very young- so they may be free in spirit and free of the haunting prerogatives of man. I believe in small measures, I was working toward this vision pre-Covid19 (aka The RONA!).

As I was nominated, I suppose there is a purpose for me to serve the board in some fashion. If elected, I will do my best to serve in accord with all the GOD-given talents and abilities possessed in my mind and body. Hopefully, the details provided will account for my experience.



## **Balance Sheet as of September 30, 2020**

## **ASSETS**

### **Current Assets**

## Bank Accounts

10000 Wells Fargo Operating Account (8909)	70,304.62
10201 Union Bank Renovation Account (5649)	127,993.57
10410 Online Checking Wells Fargo (7877)	10,663.28
10420 Online Savings Wells Fargo (9379)	526.12

## Total Bank Accounts

#### **Other Current Assets**

**Total Other Current Assets**

#### Total Current Assets

## Fixed Assets

<b>11710 Building (2501 &amp; 2503)</b>	<b>119,000.00</b>
<b>11715 Building Improvements</b>	<b>334,284.65</b>
<b>Total Fixed Assets</b>	<b>\$ 453,284.65</b>

## **TOTAL ASSETS**

## **LIABILITIES AND EQUITY**

## **Liabilities**

## **Current Liabilities**

<b>Accounts Payable</b>		
<b>Accounts Payable (A/P)</b>		1,740.23
<b>Total Accounts Payable</b>	\$	1,740.23
<b>Other Current Liabilities</b>		

## **Other Current Liabilities**

## **20000 Retirement Con.**

## Deferred Revenue - Contribution

## **Other Current Liabilities - Script**

### Total Other Current Liabilities

#### **Total Current Liabilities**

<b>Long-Term Liabilities</b>		
<b>25200 Mortgage Union Bank &amp; Trust</b>		<b>88,390.93</b>
<b>Total Long-Term Liabilities</b>	<b>\$</b>	<b>88,390.93</b>
<b>Total Liabilities</b>	<b>\$</b>	<b>107,813.20</b>

Equity

**30000 Opening Balance Equity** 356,693.33

#### **Owner's Investment**

<b>31100 - Building Fund</b>	2,464.81
<b>31110 - Food Pantry Fund</b>	3,392.34
<b>31120 - Good Neighbor Fund</b>	711.26
<b>32000 - Capital Campaign 2018</b>	147,628.46

#### Total Owner's Investment

#### **Retained Earnings**

#### **Net Income**

<b>Total Equity</b>	\$	<b>555,774.88</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	\$	<b>663,588.08</b>

# Proposed Budget for Fiscal Year 2021

	<b>2020 Budget</b>	<b>2020 Projected</b>	<b>2021 Budget</b>
<b>Income</b>			
<b>41000 Contributions Unrestricted</b>			
<b>41100 Regular Offerings</b>	\$ 135,000.00	\$ 135,197.03	\$ 135,000.00
<b>41500 Fund Raising - Undesignated</b>			
<b>41550 - Amazon Smile Donation</b>	\$ 500.00	\$ 116.20	\$ 300.00
<b>41560 - Scrip Income</b>	\$ 250.00	\$ 3.00	\$ 200.00
<b>41570 - Kroger Community Rewards</b>	\$ 250.00	\$ 331.07	\$ 500.00
<b>Total 41500 Fund Raising - Undesignated</b>	<b>\$ 1,000.00</b>	<b>\$ 450.27</b>	<b>\$ 1,000.00</b>
<b>41700 Special Events</b>	\$ 20,000.00	\$ 12,334.42	\$ 20,000.00
<b>41800 Building Fees Collected</b>	\$ 2,000.00	\$ 475.00	\$ 1,000.00
<b>41901 Hospitality Living Wednesday</b>	\$ 2,170.00	\$ 418.02	\$ 1,000.00
<b>41902 Hospitality Sunday Fellowship</b>	\$ 2,630.00	\$ 658.00	\$ 1,500.00
<b>Total 41000 Contributions Unrestricted</b>	<b>\$ 162,800.00</b>	<b>\$ 149,532.74</b>	<b>\$ 159,500.00</b>
<b>42100 Designated Fund Regular Offering</b>			
<b>42101 Good Neighbor Fund</b>	\$ 2,800.00	\$ 4,016.99	\$ 3,600.00
<b>42102 Food Pantry</b>	\$ 6,200.00	\$ 7,082.24	\$ 6,000.00
<b>42106 Noisy Offering</b>	\$ 1,900.00	\$ -	\$ -
<b>42110 Pastor's Discretionary Fund</b>	\$ -	\$ 2,110.83	\$ 1,000.00
<b>42120 Ministry Development Fund</b>	\$ -	\$ 1,133.79	\$ 1,000.00
<b>42130 Building Fund</b>	\$ 5,100.00	\$ 1,598.45	\$ 3,000.00
<b>Total 42100 Designated Fund Regular Offering</b>	<b>\$ 16,000.00</b>	<b>\$ 15,942.29</b>	<b>\$ 14,600.00</b>
<b>51000 Interest Income</b>			
<b>43000 SBA PPP Grant Income</b>	\$ -	\$ 10,129.94	\$ -
<b>Total Income</b>	<b>\$ 178,800.00</b>	<b>\$ 165,475.03</b>	<b>\$ 174,100.00</b>
<b>Gross Profit</b>	<b>\$ 178,800.00</b>	<b>\$ 165,475.03</b>	<b>\$ 174,100.00</b>
<b>Expenses</b>			
<b>71000 Admin Expenses</b>			
<b>71100 Bank Fees</b>	\$ -	\$ 72.95	\$ 100.00
<b>71200 Background Check</b>	\$ 60.00	\$ 60.00	\$ 60.00
<b>71300 Payroll Service</b>	\$ 900.00	\$ 865.47	\$ 900.00
<b>71500 Admin Misc Expense (deleted for FY 2020)</b>	\$ -	\$ -	\$ -
<b>71600 Merchant Service Fees</b>	\$ 200.00	\$ 339.24	\$ 346.02
<b>Total 71000 Admin Expenses</b>	<b>\$ 1,160.00</b>	<b>\$ 1,337.65</b>	<b>\$ 1,406.02</b>
<b>72000 Pastor Expenses</b>			
<b>72100 Pastor Salary</b>	\$ 24,925.00	\$ 24,924.96	\$ 25,423.46
<b>72200 Pastor Housing Allowance</b>	\$ 26,400.00	\$ 26,400.00	\$ 26,928.00
<b>72300 Pastor Health Insurance</b>	\$ 3,880.00	\$ 3,937.60	\$ 4,016.35
<b>72400 Pastor Church Retirement Contribution</b>	\$ 1,539.75	\$ 1,539.75	\$ 1,570.55
<b>72900 Pastor Other [Clergy License]</b>	\$ 150.00	\$ 150.00	\$ 200.00
<b>Total 72000 Pastor Expenses</b>	<b>\$ 56,894.75</b>	<b>\$ 56,952.31</b>	<b>\$ 58,138.36</b>
<b>73000 UFMCC Expenses</b>			
<b>73100 Fellowship Tithes</b>	\$ 10,560.00	\$ 10,560.00	\$ 10,560.00
<b>73200 Fellowship Pension Expenses</b>	\$ 2,160.00	\$ 2,316.00	\$ 2,730.00
<b>Total 73000 UFMCC Expenses</b>	<b>\$ 12,720.00</b>	<b>\$ 12,876.00</b>	<b>\$ 13,290.00</b>

<b>74000 Church Office Expenses</b>						
<b>74100 Office Assistant</b>	\$	14,002.32	\$	16,002.24	\$	16,322.28
<b>74120 Office Assistant Payroll Taxes</b>	\$	1,071.18	\$	1,224.16	\$	1,248.64
<b>74200 Copy Paper</b>	\$	50.00	\$	84.85	\$	100.00
<b>74300 Office Supplies</b>	\$	300.00				
<b>74400 Postage</b>	\$	55.00	\$	73.33	\$	110.00
<b>74500 Phone/Internet Expense</b>	\$	3,000.00	\$	2,814.69	\$	3,000.00
<b>74600 Copier Expense</b>	\$	1,560.96	\$	1,877.63	\$	2,000.00
<b>74700 Drinking Water</b>						
<b>74900 Office Expense Misc (deleted for FY 2020)</b>						
<b>74910 Retired Sexton Housing Allowance</b>	\$	2,400.00	\$	2,400.00		
<b>Total 74000 Church Office Expenses</b>	\$	<b>22,439.46</b>	\$	<b>24,476.91</b>	\$	<b>22,780.93</b>
<b>75000 Building Expense</b>						
<b>75110 Mortgage Interest</b>	\$	4,712.00	\$	4,313.20	\$	3,940.00
<b>75120 Building Security Service</b>	\$	1,000.00	\$	898.33	\$	1,000.00
<b>75130 Insurance &amp; Workers Comp</b>	\$	7,000.00	\$	6,260.67	\$	6,000.00
<b>75140 Building Maintenance (cleaning paid under 74100)</b>	\$	2,000.00				
<b>75150 Pest Control Services</b>	\$	600.00	\$	600.00	\$	600.00
<b>Total 75000 Building Expense</b>	\$	<b>15,312.00</b>	\$	<b>12,072.20</b>	\$	<b>11,540.00</b>
<b>75220 Utilities</b>						
<b>75220 Electric</b>						
<b>75221 Electric - Church</b>	\$	5,500.00	\$	3,115.24	\$	4,200.00
<b>75222 Electric - Community Center</b>	\$	750.00	\$	895.55	\$	1,000.00
<b>Total 75220 Electric</b>	\$	<b>6,250.00</b>	\$	<b>4,010.79</b>	\$	<b>5,200.00</b>
<b>75230 Water</b>						
<b>75231 Water - Church</b>	\$	1,300.00	\$	1,033.59	\$	1,200.00
<b>75232 Water - Community Center</b>	\$	925.00	\$	1,172.84	\$	1,400.00
<b>Total 75230 Water</b>	\$	<b>2,225.00</b>	\$	<b>2,206.43</b>	\$	<b>2,600.00</b>
<b>75240 Gas</b>						
<b>75241 Gas - Church</b>	\$	3,900.00	\$	2,939.59	\$	3,400.00
<b>75242 Gas - Community Center</b>	\$	1,500.00	\$	1,222.72	\$	1,500.00
<b>Total 75240 Gas</b>	\$	<b>5,400.00</b>	\$	<b>4,162.31</b>	\$	<b>4,900.00</b>
<b>Total 75220 Utilities</b>	\$	<b>13,875.00</b>	\$	<b>10,379.52</b>	\$	<b>12,700.00</b>
<b>76000 Worship &amp; Ministry</b>						
<b>76100 Ministry of Care</b>	\$	100.00			\$	100.00
<b>76200 Ministry of Involvement</b>	\$	150.00			\$	150.00
<b>76300 Worship</b>	\$	250.00	\$	343.87	\$	500.00
<b>76400 Hospitality</b>	\$	3,000.00	\$	405.89	\$	1,000.00
<b>76700 Youth Ministry</b>	\$	100.00				
<b>76800 Communication &amp; Publicity</b>	\$	800.00	\$	558.45	\$	800.00
<b>Total 76000 Worship &amp; Ministry</b>	\$	<b>4,400.00</b>	\$	<b>1,308.22</b>	\$	<b>2,550.00</b>
<b>77000 Fine Arts &amp; Community</b>						
<b>77100 Fine Arts</b>						
<b>77110 Music Director</b>	\$	10,387.35	\$	10,387.44	\$	10,595.19
<b>77112 Music Director Payroll Taxes</b>	\$	794.63	\$	794.64	\$	810.53
<b>77120 Pianist</b>	\$	6,917.56	\$	6,917.52	\$	7,055.87
<b>77122 Pianist Payroll Taxes</b>	\$	529.19	\$	529.19	\$	539.77

<b>77130 Piano Expense</b>	\$ 400.00	\$ 400.00	
<b>77140 Choir Expense</b>	\$ 800.00	\$ 28.31	\$ 400.00
<b>77150 Music Leader - VOP</b>	\$ 678.91	\$ 269.59	\$ 300.00
<b>Total 77100 Fine Arts</b>	<b>\$ 20,507.64</b>	<b>\$ 18,926.68</b>	<b>\$ 20,101.36</b>
<b>77300 Community Connection &amp; Networking Ministry</b>			
<b>77310 VA Pride</b>	\$ 300.00	\$ 18.81	\$ 300.00
<b>77330 Social Justice</b>	\$ 300.00	\$ 198.48	\$ 300.00
<b>77340 Black Pride</b>	\$ 150.00		\$ 150.00
<b>Total 77300 Community Connection &amp; Networking Ministry</b>	<b>\$ 750.00</b>	<b>\$ 217.29</b>	<b>\$ 750.00</b>
<b>Total 77000 Fine Arts &amp; Community</b>	<b>\$ 21,257.64</b>	<b>\$ 19,143.97</b>	<b>\$ 20,851.36</b>
<b>78000 Designated Funds</b>			
<b>78101 Good Neighbor Fund Expense</b>	\$ 2,800.00	\$ 4,016.99	\$ 3,600.00
<b>78102 Food Pantry Expense</b>	\$ 6,200.00	\$ 7,082.24	\$ 6,000.00
<b>78106 Noisy Offering</b>	\$ 1,900.00		
<b>78110 Pastor's Discretionary Fund</b>		\$ 2,110.83	\$ 1,000.00
<b>78120 Ministry Development Fund</b>		\$ 1,133.79	\$ 1,000.00
<b>78130 Building Fund Expense</b>	\$ 5,100.00	\$ 1,598.45	\$ 3,000.00
<b>Total 78000 Designated Funds</b>	<b>\$ 16,000.00</b>	<b>\$ 15,942.29</b>	<b>\$ 14,600.00</b>
<b>Total Expenses</b>	<b>\$ 164,058.85</b>	<b>\$ 154,489.07</b>	<b>\$ 157,856.67</b>
<b>Net Operating Income</b>	<b>\$ 14,741.15</b>	<b>\$ 10,985.96</b>	<b>\$ 16,243.33</b>
<b>Funding of Mortgage Principal Payment</b>	<b>\$ 14,508.00</b>	<b>\$ 10,881.00</b>	<b>\$ 15,280.00</b>
<b>Net Income</b>	<b>\$ 233.15</b>	<b>\$ 104.96</b>	<b>\$ 963.33</b>

# Proposed Designated Funds Budget for Fiscal Year 2021

	FY 2020 Projection	FY 2021 Budget
<b>Vicky Hester Food Pantry</b>		
Beginning Balance @ 1/1/2020	\$ 5,714.29	
Contributions	\$ 5,995.77	\$ 6,000.00
Expenditures	\$ (7,967.52)	\$ (6,000.00)
Projected Ending Balance	\$ 3,742.54	\$ 3,742.54
 <b>Good Neighbor Fund</b>		
Beginning Balance @ 1/1/2020	\$ 2,430.45	
Contributions	\$ 2,111.01	\$ 3,600.00
Expenditures	\$ (4,519.11)	\$ (3,600.00)
Projected Ending Balance	\$ 22.35	\$ 22.35
 <b>Building Fund</b>		
Beginning Balance @ 1/1/2020	\$ 1,455.69	
Contributions	\$ 3,431.25	\$ 3,000.00
Expenditures	\$ (1,798.26)	\$ (3,000.00)
Projected Ending Balance	\$ 3,088.68	\$ 3,088.68



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