



Annual Congregational Meeting

November 24, 2019

Member Booklet

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Annual Congregational Meeting Agenda – 2019

1. Call to Order – Shari Drees, Vice Moderator
2. Opening Prayer— Pastor Kenny Callaghan, Moderator of the Board
3. Declaration of Quorum—Les Quintana-Branch, Clerk of the Board of Directors
4. Presentation of the Agenda—Les Quintana-Branch
5. Presentation of the Minutes of the November 18, 2018 Congregational Meeting
 - a. Motion to approve the minutes
6. 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 Les Quintana-Branch
 - d. Acceptance of the Board of Directors Annual Report—Presented by Les Quintana-Branch.
 - e. Acceptance of the Financial Annual Report—Presented by John Poarch, Treasurer.
7. Elections
 - a. Candidates for the Member-at-Large Positions
 - i. Presentation of the Candidate(s)
Philip Adams – First Lay Delegate
John Pall
MJ Simmons
 - ii. Election of the Members-at-Large to the Board of Director
 - b. Candidate for the Second Lay Delegate Position
 - i. John Pall
 - ii. Election of Second Lay Delegate
 - c. Candidate for the Alternate-Lay-Delegate Position
 - i. Presentation of the Candidate
Les Quintana-Branch
Felicia Miller
 - ii. Election of the Alternate-Lay-Delegate Position
 - d. Candidates for the Nominating Committee
 - i. Take Nominations for 3 Positions
 - ii. Presentation of the Candidates
 - iii. Election of Nominating Committee Members
8. New Business
 - a. Presentation of the Proposed Budget for 2019—John Poarch
 - b. Motion to Approve the Proposed Budget for 2019
 - c. Presentation of the Proposed By-Law Amendments – Pastor Kenny
 - d. Motion to Approve the Proposed By-Law Amendments
 - e. Presentation of Mission, Vision and We Believe Statements – Shari Drees and Chris Koczynski
 - f. Renovations Update – Pastor Kenny
9. Other Business
 - a. Elaine German Volunteer of the Year Award-Shari Drees
 - b. Bubba Bruce Hospitality Award – Pastor Kenny
 - c. Richard Pittenger Music Award – Ginny Loving
10. Adjournment and Closing Prayer—Les Quintana-Branch

Annual Congregational Meeting Minutes from November 18, 2018

BOD Members Present:

Rev. Kenny Callaghan, Cheezi Farmer, Les Quintana, Chuck Bateman, Derek Carr,
Felicia Miller

BOD Members Absent:

George Floyd

The Meeting came to order at 12:45 pm in Prayer, led by Cheezi Farmer.

Les Quintana, Clerk of the Board of Directors, announced that a quorum of 52 members was present.

Carol Anderson 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 Nancy (Tigger) Grosvenor

The motion passed unanimously.

Minutes

Motion: To approve the minutes for the November 12, 2017 Annual Congregational Meeting

Moved by Carol Anderson

Seconded by Teresa Tygart

The motion passed unanimously.

Reports

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

Moved by Joy Whitenack.

Seconded by David Wilson.

The motion passed unanimously.

Motion: to accept the Financial Annual Report

Moved by Carol Anderson

Seconded by Jim Burns

After the reading and acceptance of the reports, Loretta Mountcastle requested that it be noted that Derek Carr had been elected as permanent treasurer during the special congregational meeting of February 2018. His term will expire in 2020. Sean Stephens-Sampson requested that it be noted that he had been formally hired as the church office administrator in August 2018.

Election to the Board of Directors

Shari Drees, George Floyd, and Joseph Gottlich were elected to two-year terms as Board members at large.

Election for the Alternate-Lay-Delegate

David Wilson was elected to a two-year term as Alternate Lay Delegate.

Election to the Nominating Committee

Catherine Pall, Joey King, and Chris Kopczynski were elected to the Nominating Committee for a 2-year term from January 1, 2019–December 31, 2021.

New Business

1. Proposed Budget for 2019—presented by Derek Carr, Treasurer

Motion that the proposed budget as amended be approved

Moved by Teresa Tygart

Seconded by Felicia Miller.

The budget passed with three members voting against and two members abstaining.

Shari Moran proposed and after much discussion, the congregation agreed that Pastor Kenny shall receive a 5% raise based on the pastor's total compensation (salary plus housing), calculating the 5% of the total and then adding that amount to the salary. The congregation wanted the budget to stay balanced, and tasked the Board with deciding where to adjust the budget to make it remain balanced.

2. The Capital Campaign Team made a presentation regarding the renovations and monies needed for the church building and the Parish House.
3. Chuck Bateman gave a presentation regarding the renovations update for the former Parish House.
4. The Parish House has been officially renamed, the MCC Richmond Community Center.
5. Pastor Kenny apprised the congregation that there will be a special election for the second lay delegate position. The Board will determine when that election will take place.

Other Business

1. Rev. Kenny presented the Elaine German Volunteer of the Year Award to Cheezi Farmer and Chuck Bateman.
2. Rev. Kenny stated that the Bubba Bruce Hospitality Award and the Music Award will be given out at a future date.
3. Loretta Mountcastle made a motion of appreciation for the work of The Board of Directors during 2018.

Adjournment and Closing Prayer- Rev. Kenny Callaghan

The meeting adjourned at 2:15 pm. immediately followed by the November 2018 Board of Directors Meeting.

Respectfully submitted by:

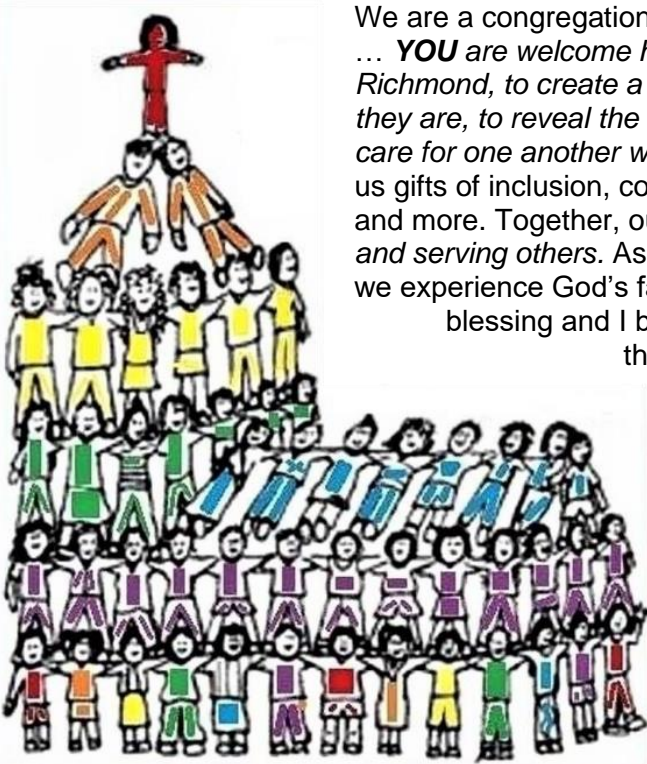
Les Quintana--Branch

Clerk of the Board of Directors.

Pastor Kenny's Annual Report – 2019

“Look! Look! God has moved into the neighborhood, making God’s home with men and women! They’re God’s people, the Almighty is their God. God will wipe every tear from their eyes. Death is gone for good – tears gone, crying gone, pain gone – all the first order of things gone.” Revelation 21:3b-4 -The Message

Eugene Peterson wrote *The Message*, a retelling of the Bible in contemporary language. He had a unique way to catch the realness and relevance of God working in God’s Kin-dom in the here and now. MCC Richmond is a thriving and ever-changing congregation that has been called and blessed by God to share this message of hope and love.



We are a congregation who lives our mission and vision within our neighborhood ... **YOU** are welcome here! People of all backgrounds come together at MCC Richmond, to create a safe and welcoming environment for ALL people to be who they are, to reveal the relevance of God in our lives, to be empowered to serve and care for one another while working toward justice and equity. We believe God gives us gifts of inclusion, community, engagement, spiritual discovery, transformation and more. Together, our vision as a church community is *Loving God by caring for and serving others*. As we strive to live and share these things with our neighbors, we experience God’s faithfulness and blessing. MCC Richmond is blessed to be a blessing and I believe we make a difference in each other’s lives, the lives of those within the Greater Richmond community and the world.

As we celebrate our 41st year of ministry and look ahead to continued ministry together in 2020, I am thinking about all the people that make up our church community. One of the joys of pastoral ministry is getting to see a broad view of our congregation on a regular basis.

One part of the church community is the one that gathers Sunday morning. This group includes members, friends and those who discover MCC Richmond for the first time. In this part of our church we experience God and community through spirited and interactive Sunday School,

relationship building as we listen to, pray for and support one another, enjoy lunch and fellowship each Sunday. For some, Sunday lunch is their favorite meal of the week because it’s the only meal they don’t eat alone. We engage in joyous worship as we discover new inspirational ways of expanding our rich worship tradition. We are blessed to have many volunteers who serve in the church kitchen, as worship assistants, folding and collating bulletins and doing whatever is needed ... all of this helps us experience God’s love and acceptance.

Thanks to long-time leaders and new leaders, along with a hard-working and creative staff we collectively strive to serve with passion, love, faithfulness and compassion while being constantly challenged and encouraged to grow in our understanding of God and God’s plan for our lives. The Board of Directors focus on serving the congregation as a group of friends committed to servant-leadership as they oversee the congregation’s finances, our various ministries, maintaining the integrity of our buildings, supporting and empowering the overall life and ministry of the congregation. The Board has also engaged in the process of planning for future ministry through our strategic planning process and strengthening our financial system with better internal controls and more transparency. Thank you to all ministry teams, leaders and volunteers who work together to help make MCC Richmond a blessing.

Another part of the church I get to see is the part that gathers in our buildings during the week. It is wonderful to have an expanding list of ministries and community user groups meeting in the Community Center and Church buildings. Currently our facility is used six days a week ... often with multiple groups meeting simultaneously. Many of these groups meet weekly, some monthly, others quarterly. All of these groups

comment there's a *warm, special feeling ... an energy of love* they experience as they gather and meet. Everything from 12-Step meetings, the Prime Timers International Dining, Spirits of Joy, Voices of Praise, Handbell Choir, Living Wednesday Dinner Church, the Vicky Hester Food Pantry and The Lounge, Bi+ Discussion Group, Ending Stigma of Mental Health Support Group, Community Centering Meditation, Rock Ministry, the Democratic Socialists Association, VCU Sororities and Fraternities and multiple one time user groups. As I engage with these groups it is common to hear stories of how they view MCC Richmond as their *church home* even though they've never been to Sunday worship. Someone from a 12-Step meeting recently stopped me, made sure I was looking her in the eye, and said, *Thank you! We love being here, it's the best place we've ever been. This is my church because being able to come to this group has saved my life. I don't come on Sundays, but I come to this meeting at the church every week. Thank you!*

Often those who come to the food pantry and The Lounge express their appreciation and gratitude for having a safe and welcoming place to simply *be*, ... a place where they are welcome ... just the way they are ... without judgement, a place where they can choose the groceries they enjoy, have a hot self-serve lunch, leave with groceries and a full stomach. These and others are an important part of our church community that not everyone gets to see. I am privileged to be the one to receive these compliments on behalf of the congregation who have committed to making MCC Richmond a relevant, welcoming, hospitable, caring and a loving place for **ALL** people.

Another part of our church are the people that are touched by the ministry that takes place beyond our walls. Every Monday and Friday evening volunteers pick up and bag donations from Panera Bread Company. Tuesday and Saturday's bread and pastries are delivered to The William Byrd Senior Living Apartments, the VCU RAM Food Pantry, Unity Fellowship, Ronald McDonald House, The Doorways, Dominion Place and our local First Responders. Bread donations are also available on Sundays for our congregation.

People within the Greater Richmond community are hearing about and receiving assistance from the food pantry and The Lounge. This year we have more than doubled the number of individuals and families we serve who struggle with food insecurity. Most of these people are marginalized, over-looked, abused, forgotten and hopeless. Our congregation and members of the community-at-large are faithful in donating food and money to make this ministry possible. The Good Neighbor Fund helps people with utility bills and medication. Through our community partners we have also been able to help 6 individuals find low-income housing, receive medical treatment and apply for Social Security and other benefits allowing them to have a home rather than sleeping on the streets of Richmond. One individual told me he *never had a home before and now he has a lease and keys to his apartment in a High-Rise and it even has air conditioning. I've never had it so good.* Another individual stood outside Diversity Thrift crying because she *didn't know how to shop ... she never had a bed or furniture of her own.* We are committed to continue helping these individuals as best we can to help them stay off the streets. It is a joy to see people's lives transform as they commit themselves to the hard work of living differently.

Tuesday evenings the Boot Scootin' Believers meet at Babe's of Carytown for Line Dance Lessons which is followed by open Line Dancing. As we dance, others in the bar watch us and often join us as we have fun together. As we visit and welcome others to dance it is fun watch facial expressions when they learn we are a church meeting in a bar to dance, have fun and collect donations for the food pantry. It is not uncommon for people to share their ups and downs and ask for prayer. UFMCC has a history of activism in gay bars and we are blessed to continue this tradition.

Table Talk Tuesdays is an opportunity for people to gather at a restaurant to share lunch and conversation together. It is proving to be a wonderful way for people to connect and get to know each other in a non-church environment. As we were leaving Stir Crazy a server *asked what kind of meeting we were having because there was so much laughter in the room.*

From the neighborhood canvassing project putting the crocheted bags with homemade brownies, cookies and information about the life and ministry of MCC Richmond on doorknobs I have had many positive conversations with our neighbors. One neighbor has joined the Handbell Choir and is having a *wonderful time getting to know the congregation.* She and her husband *walk their dogs by the church but didn't know much about it.* The success of the crocheted bags also has resulted in a volunteer crocheting prayer shawls that are

taken and given on hospital visits. The more people get to know MCC Richmond the more we have opportunity to be relational and helpful. One afternoon a young child came to the church to ask me to *do a funeral for her parakeet that died*. Together we said prayers and buried her bird. Every time I see this sweet girl she says, *Hi Pastor Kenny* and shares whatever is on her mind ... much to her mother's embarrassment!

As I go out into the community, I often come across people who tell me stories of knowing our congregation for one reason or another. As I listen, I am encouraged and proud to hear comments of how MCC Richmond is making a difference ... as we touch the lives of people who are an extended part of our church community. Thank you for all the daily ministry you do as together we *love God by caring for and serving others!*

And as a pastor within the Universal Fellowship of Metropolitan Community Churches (UFMCC), my call is not just to this congregation and community but to the wider church as well. This year I continued to serve as a coach to four pastors engaging in the ReVitalization Program and regular attendance in a Community of Practice support ministry with three other clergy. Through the Office of Formation and Leadership Development I also mentor a pastor of an Emerging Church who prior to coming to UFMCC served as a Lutheran ministry leader. He is now ordained within UFMCC and the Emerging Church is doing well. Rev. Elder Mona West encouraged me to serve as a mentor pastor through the Thriving in Ministry program. I also served on the Intentional Transition Team who worked on building a strategy for a smooth transition from the Interim Moderator to our Elected Moderator.

It was invigorating to learn much about UFMCC as I stood for election to the Governing Board. Even though I was not elected to serve on the Governing Board several of those who were elected have reached out to me for support and encouragement. It is rewarding to serve a congregation that understands and encourages me to use my gifts to serve beyond our local ministry. It is a joy to share my experience and what MCC Richmond teaches me with other pastors and those preparing for pastoral ministry.

Another part of our church community I see is the hard work which takes place daily to allow MCC Richmond to move forward with integrity and grace. The Financial Team has implemented and learned QuickBooks Online which has provided more timely and accurate financial reports, more transparency and a clear understanding of the church finances and designed funds. We have rallied to support five major fundraisers which has strengthened our financial position to support our various ministries and church operations. We have experienced the sadness and disappointment of two resignations from the Board of Directors. We give thanks for the contributions these individuals gave and celebrate those who stepped forward to fill the vacancies. We have also addressed issues and behaviors that have caused frustration and pain within the congregation. Together we have experienced healing and the transforming love of God profoundly!

It's been a tremendous year of ministry in each of these parts of MCC Richmond. We have every reason to celebrate and be proud of our collective work and ministry efforts. God is certainly blessing our church community and we are a blessing to God. I look forward to joining with you as we continue to expand and discover what it means to be church together in this community.

Ministry & Leadership Annual Reports

*Loving God by caring for and serving others
through the
Life & Ministry of MCC Richmond!*

Ministry of Care Report – 2019

The Ministry of Care Team meets by conference call each week and in person several times each year. Leadership of the team rotates each week. During each 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 also the Sunday School Prayer List. Members of the team discuss additional concerns and continue to pray for church members and friends. At the end of each meeting, a closing prayer for our church and its members and friends is prayed.

Members of the Ministry of Care Team visit church members and friends in hospitals and other care facilities. Members who are homebound also receive visits and phone calls from team members. Members of the team are also available to drive church members to and from doctor visits and other health appointments when needed. In addition, cards and letters are sent to members who are seriously ill, recovering from injury, have lost loved ones, or are experiencing a particularly trying time in their life. On average, three to five cards are sent per week.

The Ministry of Care Team currently has six active members, including Tom Barks, Kirk Blandford, Mark Harrell, Ann Jenkins, Lydia Melton, and Rev. Cheryl Owen-Watson. The team is continuing to recruit new membership.

Submitted by Rev. Cheryl Owen-Watson

Ministry of Outreach and Social Justice Report – 2019

The purpose of the ministry of Outreach and Social Justice is to make our presence in the greater Richmond community, felt through our working with others, as well as taking the lead in providing needs for those less fortunate than ourselves. We advocate for the needs of LGBT community through our work alongside other organizations who are for the equality for all citizens.

Achievements in 2018-2019

- We continue to open the Vicky Hester Food Pantry every Thursday in conjunction with The Lounge. This past year the Food Pantry transitioned to be a “choice” food pantry and we have more than doubled our outreach. We are also providing personal need items once a month. We have been able to help with clothing, especially coats, gloves and socks.
- The church office helps during the week to give out food, if anyone is in need.
- We also have helped Pine Street Baptist church by contributing to their clothing ministry for the homeless population.
- In September, with the help of the congregation, we gave out 33 bookbags to school children – including 3 bags to men who have children, that come to the Food Pantry. We also participated in the New Shoes for Back to School Ministry providing more than 100 pairs of shoes.
- In November 2018, we gave out 12 Thanksgiving Baskets and will continue in November 2019 to give Thanksgiving Baskets.
- We partnered with the church in December 2018, in providing gifts for all the children whose families had asked for our help.
- We are always on the offense- to right social injustices- through marches, sit-ins, speaking engagements and partnering with other groups who are for equality for all.
- We continue to gain more team members to become stronger as a Church in the Outreach and Social Justice area.

Submitted by Tigger Grosvenor

Adult Sunday School Report – 2019

As many of you know the Adult Sunday School had outgrown our space downstairs in the Celebration Hall and we are so thankful to have moved over to the Community Center Meeting Room. Our highest attendance was 18 and we average around 12, but there is always room for more.

This year we have explored many individual studies that are designed for one or two sessions, but have inevitably led to multiple Sundays of discussion. That is what we love about the class. We are a diverse group with "out of the box" thinking and everyone is open to expressing their belief and everyone is welcome to participate. One of our longest studies was of the Virgin Mary (as suggested by one of the class members). It was a fascinating study that took seven weeks to complete and yet we didn't really feel finished. We study the Bible, non-Canonical writings, contemporary societal issues, and theological perspectives. We also do a Bible "Basics" Class on 5th Sundays.

This coming year we will continue to be a vibrant community where study, discussion, prayer and support are the cornerstones of our time together.

Please join us at 9:00 on Sundays for our sharing time of 15 minutes and then for the Lesson which begins at 9:15.

Submitted by Carol L. Anderson, Ministry Leader

Tuesday Night Line Dance Class and Country Dancing – 2019

The Tuesday Night Line Dance Class and Country Dancing continues to thrive with our highest attendance having been 48. We celebrate birthdays and special occasions, introduce newcomers to MCCRVA, give generously to the Vicky Hester Food Pantry and yes, we DANCE! It is a time to fellowship and exercise and show folks that people of faith can "cut a rug"! Many people have commented that they love the welcoming spirit they feel on Tuesday nights and have begun to participate in other MCCRVA events as a result. This is an outreach ministry certainly but it is also a way for MCCRVA folks to spend time together and have a great time.

So please join us at 8:00 PM every Tuesday at Babe's for lessons and then stick around to show off what you learned! I can guarantee you will be smiling throughout the night and you might even be a little tired when you leave!

Submitted by Carol L. Anderson, Ministry Leader

Fine Arts / Music Ministry Report – 2019

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 Harrell, Darlene McDaniel

2019 has been an exciting year for the music ministry. We continue to see growth in number and skill as we work together to always provide the best performance possible. We continue to seek consistency in our music and performances as we learn more and more about how to work together successfully. We provided musical support each week during worship services, performed at special events when asked, sang for our anniversary service, and supported each other through prayer.

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

Accomplishments in 2019:

- We have seen growth in the music ministry this year. We have added 8 voices to our group and an additional musician (bass guitar). This is very exciting!!
- We continue to provide music for each Sunday service.
- We have added 2 Song Leaders to our services (assist the Worship Leader).
- We are rehearsing for our annual Christmas Musical.
- We have provided music for several special events.
- Hand Bell Choir continues to thrive under the direction of Pastor Kenny Callaghan.
- We performed our first Easter musical in several years.
- The church purchased 2 musicals (Easter and Christmas) and The Big Red Book for Sunday morning singing.
- We had excellent participation in our summer retreat which included a creative workshop led by Deb Loving and an unfortunate fall by one of our members with a visit by Goochland's finest rescue team – providing for a very “exciting” day indeed.

Goals for 2020 include:

- Continue to build the Spirits of Joy and the Voices of Praise in both quality and quantity of participation.
- Provide additional training for the Worship and Song Leaders.
- Add a winter retreat to our calendar.
- Improve the sound system!
- Reconfigure the dais area to allow for the growth seen in the choir.
- Provide additional opportunities for “Special Gifts.”
- Add more contemporary music to our library.

Submitted by Ginny Loving, Music Director

Bread Ministry Report – 2019

What is the Bread Ministry?

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 for five years. We pick up, bag, and distribute these donations to The William Byrd Senior Apartments, The Doorways, Unity of Richmond, Dominion Place, First Responders, The Ronald McDonald House, VCU RamPantry, MCC Richmond's Vicky Hester Food Pantry, and friends, family, and MCC Richmond members, friends and family, visitors, and neighbors.

When & Where does the Bread Ministry activities take place?

Every Monday and Friday, volunteers go to Panera Bread in Carytown to pick up the end of day donations – currently 9:15pm on Mondays and 9:15pm Spring & Summer / 8:45pm Fall & Winter on Fridays. Bread and pastries are brought back to the church and individually bagged. On Tuesdays and Saturdays, the bagged bread and pastries are distributed.

Who participates?

Leslie Nelson
Greg Nelson
Kendell McKnight
Kirk Blandford
Sherry Baxter
Tom Barks
Lydia Melton
Sally Watkinson

Philip Adams
Calvin Wills, Jr.
Sharon Dickerson
Linda Ebaugh
Bubba Bruce
Pastor Kenny Callaghan
Sean Stephens-Samson

Highlights from 2019:

- MCC Richmond receives a report each year from Panera Bread itemizing the donations received for its assigned pick up day – for Mondays in 2018, the Bread Ministry picked up, packaged, and distributed 15,052 pieces of bread and pastry with a retail value of \$30,937.79. The donations on Fridays are about the same, so we estimate, at a minimum, that the Bread Ministry picked up, packaged, and distributed over 60,000 pieces of bread and pastry with a retail value over \$60,000.
- Tuesday night was given up to another non-profit organization – Monday night is our assigned night and we continue to pick up Friday night since no other organization has requested it.
- Volunteer participation increased by over 50% and the schedule restructured to avoid volunteer burnout.

Goals for 2020:

- 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 pick up/package at night.
- As needed, expand the list with whom to share our bread and pastry donations.

Submitted by Sean Ryan Stephens-Samson

Bi+ Discussion Group Report – 2019

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-monthly discussion group.
 - 1st and 3rd Thursday each month.
 - First 30 minutes is open discussion, providing individual support as needed.
 - 60 minutes of focused discussion around a topic, with conversation starter questions provided.

How MCC Richmond Congregation Support Helps Our Ministry/Program:

- Provided meeting space.
- Complimentary coffee (~2-4 cups per month).
- Printing for Focus Questions / Discussion Topic Starters (~10 copies per month)
- Meeting Advertising in Weekly Service Bulletin.
- Website space: mccrichmond.org/bi-discussion-group

Impact and Success This Year

- Meeting venue at MCC helped average attendance from 3 to 8 people per meeting.
- Individual support discussion has helped people
- Focused discussion engaged with attendee chosen and prioritized topics, including: "New Year, New Us", "Friendship", "Bi Manifesto", "Good Things about being Bi+", "Determining Identity and Growing Up", "Hardships and Challenges of being Bi+", "Definitions of the Bi+ Identity", "Beauty, Aesthetic Attraction, and Positive Body Image", "Coming Out, Being Out", and "Passing and Code Switching".

Goals for 2020

- Continue the discussion, to provide forum for expression and community-building.
- Grow leadership team, adding to discussion and event facilitation.
- Add more social events, work towards chaptership in AmBi.

Submitted by John Pall

Ending the Stigma Mental Health Discussion Group – 2019

Nearly 1 in 5 Americans lives with some type of mental illness. The Ending the Stigma mental health ministry began as a Living Wednesday Dinner Church two-part series on the scope and impact of this epidemic last September. As part of these presentations, I discussed the embarrassment and humiliation surrounding these diseases, which cause far too many people to avoid seeking the treatment they need. This ministry began as an effort to overcome these barriers to recovery so that all who are impacted by mental health issues could learn to lead active and productive lives.

With Ms. Loretta Mountcastle's assistance, as well as with Pastor Kenny's and MCC Richmond's support, we started holding bimonthly discussion meetings in October of 2018. The original goal was to provide a safe space where MCC members and Greater Richmond residents could share their experiences and realize that they were not alone in their struggles.

Although these meetings were originally well attended, with up to 10 participants each session at their height, eventually the group encountered a significant decrease in membership. By April of 2019, Loretta and I, in consultation with Pastor Kenny, ultimately decided to suspend the ministry's activities so that we could fully re-evaluate its mission and decide how best to move forward into the future.

Mental illness affects individuals across multiple races, ethnicities, gender identities, sexual orientations, socioeconomic statuses, ages and faith backgrounds. Worse still, those of us who belong to the marginalized groups in our nation have encountered the greater brunt of this impact due to hatred and traumatic actions directed towards us. Some turn to complete isolation, homelessness, substance abuse, and even to the most final of acts, suicide, just so they can bring their torment to its conclusion.

With your help, we can save the lives of those closest to us as well as those who we may never know. Ending the Stigma meetings will begin again on Thursday, January 9, 2020 at 7:00 PM in the Community Center's Sunday School room. Together we will collectively start defining the group's purpose and agenda for the upcoming year. If you have any interest in joining this mental health ministry, please do not hesitate to contact me. Thank you and God bless.

Submitted by Calvin Wills, Jr., Facilitator, and Loretta Mountcastle, Co-Facilitator

Centering Community Report – 2019

On September 9th, 2019, MCC began a new, weekly ministry known as Centering Community. Every Monday at 6pm, attendees share in dialogue and seated meditation on the second floor of Community Center. 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 MCC through 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.

The group is logistically coordinated by Molly Reeder and Rob Douglas, and has received support from Peggy Sterling during their absences. However more broadly, the time is one of shared leadership and facilitation by all in attendance. The general schedule begins with roughly ten to fifteen minute time of welcome, greetings and preparation. This opening time has included group dialogues around personal experiences with mediation, teachings on basic contemplative practices, and an occasional encouraging reading. 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.

During the first two months, the groups attendance varied each week between six to twelve people. Two exciting notes relating to the participants are that, firstly, there is a core attendance of the same five to six individuals who consistently participate most every week, and secondly, there have been numerous attending individuals who stated this was their first ever experience at any MCC gathering.

At its core, 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 God can speak love into the hearts of those present. 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 2020 goals for this ministry would be 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.

Prayer requests:

Prayers of thanksgiving for the warm and welcoming physical space made available each week.

Prayers of thanksgiving for first time community members taking courageous step to attend a new gathering.

Prayers of thanksgiving for all participants, as they share their time and spirits with each other.

Pray that those who are drawn to this time will feel welcomed and supported, however they may want to participate.

Pray that the ministry may continue to find ways to accommodate and encourage those who find challenge or discomfort during this time, and beyond.

Pray that there will be a spirit of peace and healing for all through the shared time and practices.

Submitted by Rob Douglas

Rock Ministry Report – 2019

How This All Began:

The Rock Ministry came into being as a result of a church member finding rocks in the community, on his daily walks, that had positive messages on them. He found these, uncoincidentally, at very vulnerable time in his life. They helped him get through that difficult process of grieving and loss, with their positive messages and painting on the rocks. He told Pastor Kenny about this life-changing event and he asked if he would like to start and coordinate a Rock Ministry at Metropolitan Community Church, to reach out to members and the community at large with positive messages of hope, love and affirmation.

What is the Rock Ministry:

- The Rock Ministry is currently functioning in coordination with Living Wednesday
- Rocks and materials for painting messages on them are provided to those individuals wishing to take part in the ministry
- After they are painted and tagged, they are taken by individuals into the community and left in plain sight to be found by the lucky recipients with their affirming messages
- The individuals who find them, are encouraged to go online and see what MCC-Richmond is about and share with us their experience in finding the rocks

2019 for the Rock Ministry:

- 2019 was the Rock Ministry's infancy
- It has received positive response from those participating
- Thus far, the website has not been setup and, in 2019, we have given our rocks to church members who viewed and felt moved by their message or painting. They have also been offered to individuals who've spoken with the Pastor before they leave.
- We have completed at least 50 message rocks at this point

Goals for the Rock Ministry in 2020:

- Our #1 goal was this year is getting an online site setup to start placing the rocks in the community
- We want to continue working with Living Wednesday on a period interval to be a part of the Rock Ministry
- We hope that the Rock Ministry will grow Beyond Living Wednesday and would like to share this with our entire congregation, perhaps having rock activities on a Saturday. Through all of this, we hope to spread to the community at large, a greater understanding of the community work that MCC is providing and to make someone's day a little more special

Submitted by Jim Burns

Facilities Report 2019

This past year has been enlightening and rewarding. I came onto the BOD and, specifically, Facilities with the idea that I wanted to make the position my own by utilizing my talents, knowledge, and experience. I started January wanting to focus the year on four areas; General Maintenance/Cost-cutting, Signage, Safety, and the Community Garden.

Maintenance is always an ongoing commitment at MCCR. Every month, I have replaced light bulbs. In May and November, I replaced ballasts in the 4ft fluorescent fixtures. This was a cost savings, as an electrician would have charged us a minimum of an hour of labor for 20 minutes of work. I have tacked down carpeting that has come loose and nailed down treads on the back staircase that had their nails popping up. I have put in a doorbell in the Community Center. Installed a shelf and put together shelving units for the food pantry. Installed the AED. Discovered the cause of a “mysterious” buzzing sound. What I consider one of the biggest saves is finding a water valve, under the Community Center, heavily corroded and on the verge of failure. As a failure of the valve would’ve proved costly, it was swiftly remedied by calling in a reliable plumber, who had it repaired in an hour’s time.

In terms of signage, I tried to bring myself back to when I first came to MCCR. I remember not knowing where the Celebration Hall was, or where any of the bathrooms were. It can be very intimidating to open one’s self up to ask. So I tasked myself with creating a directory for the new and uninitiated. I feel that it came out looking good and it feels like it fits in the space. Currently I am working on a safety layout/map. It will show the locations of fire extinguishers, first aid kits, AED(s), and exits. In addition, this sign will show how to navigate towards the exits. These types of signs are common in workplaces and publicly accessible buildings.

In April, I conducted a preliminary safety audit. Of important note, what I found was a lack of first aid kits and incomplete kits, nonfunctioning smoke detector in Celebration Hall kitchen, and fire extinguishers that haven’t been inspected in years. New kits were purchased and placed in readily accessible locations. I replaced the old smoke detector, which had turned out to be long expired, and placed it in a more logical location that will be less affected by daily cooking. With Sean’s help, we were able to have all the fire extinguishers inspected and up to date.

In the Spring, a group of people, Loretta, Lydia, Sally, James, Pastor Kenny, Kirk and myself, came together to bring the Community Garden back to life. We were able to cut down overgrowth, pull weeds, clean up the flower beds, and gather up trash and refuse. Over the next few weeks, we had added new mulch to the flower beds, planted new flowers, and remove the trash and refuse. Then over the course of the summer, we were able continue watering the garden and keeping up with general maintenance of it.

For the remainder of the year, I will be finishing up some final projects. In December, I will be finishing and introducing the new safety layout/map for the church proper. I will also be fully securing a loose handrail outside of the elevator, on street level. I was recently informed about it being very loose. I, immediately, was able to partially resecure it to the wall. However, to finish the job, I will need to get some supplies and relatively warm temperatures. And as always, I will continue with general maintenance as needed.

Going Forward. Next Year, for Facilities, I am planning on creating a Preventative Maintenance schedule and log, and an Emergency Response Plan for the church.

Submitted by Joseph Gottlich, Facilities Director, Board of Directors

Lay Delegate Report 2019

From 2018 to 2019, Shari Drees, Second Lay Delegate, and I accomplished the following:

- Went to two Network Gatherings Hagerstown and Washington D.C.
- Went to Fundraisers Pastor 's Garden Party, the Dance
- Help revise the Bylaws on Conflict Resolution
- Help revise the Boards commitment to the Church
- Went to General Conference: voted on the issues the Church sent me to vote for
- Second Lay Delegate Shari Drees attended General Conference remotely via internet and teleconference

Submitted by Felicia Miller, First Lay Delegate

Vice Moderator Report 2019

"We shall be servant-leaders serving the mission of MCC Richmond and UFMCC as a whole in our lives and ministry, and adhere to its bylaws and policies"

This year has proven to be pivotal in several of our ministries. This is only possible through the vital contributions of so many of our members who brought new ideas, and gave of their time, talents and treasures to serve our community. We consider Board service to be a ministry that enables our membership and friends to perform these blessings in people's lives. We do that through good governance, adhering to our by-laws, and by always keeping those that we serve first in all that we do.

We began the year with a Board retreat. Pastor Kenny led and facilitated some Board training, provided by UFMCC, to help us get started. It was during this retreat that we wrote the *Board Covenant* which is a foundation for all that we do in service to MCC Richmond. This covenant is a commitment that is made by the Board to define how we go about our responsibilities, how we treat one another and our promise to serve the church. John Pall and John Poarch joined our Board late in the year to replace members who left. The covenant provides clear guidance for them to begin their ministry on the Board. We intend to update the covenant after the next election to capture the ideas of new Board members.

Our work evolves and so should we. We are constantly striving to be as good a Board as we are able to be. Each meeting has included time to share and discuss articles and materials related to best practices in Board governance and behavior. We routinely discuss our performance as a team and what we can do better.

Our systems and electronic tools continue to improve. It is important to manage our activities and finances in a fact-based manner and in the most efficient way possible. Our finances are now recorded in an up-to-date online financial system that is compliant with general accounting principles. The impact this is having cannot be overstated. We can easily produce factual reports and manage our expenses at a professional level. Each year will see improvement as our ability to trend our expenses expands.

We have created church email accounts and tools to aid in sharing large documents. In addition, we have used video conference meetings to collaborate on the strategic plan and the 2020 budget.

The strategic planning process is complete. The plan is written and ready to go. I am most proud of the many hours spent by our membership to provide input to the plan. After carefully reviewing all of the thoughts and ideas collected, it is clear that our plan has to be more about the communities that we serve and less about us. I think we have captured that essence in the plan and in updated vision and mission statements that reflect who we are and what we consider to be important. I offer special thanks to Chris Kopcznski for his dedication and his contributions to finish our plan.

We established a compensation committee. During the 2018 Congregational Meeting, and subsequent conversations with members, the topic of how we compensate our Pastor revealed a need to review the market in order to establish a fair compensation policy. The committee (Shari Drees, Ricki King, John Poarch, and Cheryl Owen-Watson) reviewed salary surveys that included information about location, size of the church membership and budget, the Senior Pastor's education and levels of experience, common benefit packages and total compensation. Several recommendations were made to the Board that helped inform the 2020 budget process.

Our finances are responsibly managed. In order to maintain good safe practices, each week two board members verify our income and double check that any designated offerings are correctly recorded. Additionally, two board member signatures are required for each check that is issued on behalf of the church.

Several contracts were renegotiated in 2019 to improve service (security, copying, etc.) and to reduce our cost.

We restructured and updated our bank accounts by eliminating an unused account and by verifying that our profile of authorized people is correct and up to date.

Our budget for 2020 is realistic and well considered.

Safety related improvements are ongoing in our facilities. Joseph Gottlich has brought a new focus on safety to our meetings. A few things addressed already include, signage, emergency exit lighting, fire extinguisher inspections and replacement, and acquisition of an automated external defibrillator (AED). These safety items are in addition to many routine repairs that were made during 2019.

2019 was very productive. We accomplished a lot because we acted as a team and our combined experience is much greater than any individual. Everyone had a voice on the Board, shared their opinions freely, and helped guide us to the right solutions. We did the best that we can, made a few mistakes, got some things right, and had some fun along the way.

Thank you for the honor to serve on your board.

Submitted by Shari Drees, Vice Moderator, Board of Directors

Board of Directors Annual Report – 2019

November 2018

- Joseph Gottlich, and Shari Drees were elected to the Board of Directors as members-at-large at the Annual Congregational Meeting for two year terms beginning in January 2019. Additionally, George Floyd was re-elected to the Board for two years starting in January. George is currently in charge of Strategic Planning.
- The Board voted to follow and implement Generally Accepted Accounting Principles (GAAP) utilizing QuickBooks for all financials at MCC Richmond.
- The Board voted to purchase QuickBooks online (\$50) for transparency, internal controls and better management for financial reports.

December 2018

- No Board Meeting was held. Board members were encouraged to answer questions and mingle with congregants during lunch on the third Sunday of December.

January 2019

- Announced Board of Director Positions. Vice-Moderator, Shari Drees; Clerk, Les Quintana; Treasurer, Derek Carr; Facilities Director, Joseph Gottlich; Strategic Planning Director, George Floyd; Policies & Procedures/Lay Delegate, Felicia Miller.
- Reviewed, condensed and enhanced the Board of Directors covenant proposed at the Mini-Training Board of Directors Retreat. The final revised covenant was presented to the congregation during worship service on January 27, 2019.
- The Board discussed ways to improve our financial systems using General Acceptable Account Principles (GAACP).
- Pastor Kenny announced that he accepted an invitation by the UFMCC Governing Board to serve on the International Transition Team to help develop and plan for assisting the interim Moderator transition out of office and the new elected Moderator transition into office.
- Les announced the benefits of increased advertising on social media. Facebook and Twitter visits increased giving the church increased visibility.
- Discussed plans for an open house for the newly renovated MCC Richmond Community Center.

February 2019

- Kirk Blandford conducted a Board Training: Reading and Understanding Financial Reports. He outlined how it will be easier to understand the financials of the church using Quickbooks and guided by General Accepted Accounting Principles.
- The Board discussed MCC Richmond's revised Financial System Team Processes, which will give greater transparency and effective time management of final with the ability to track balances and expenses. The process clearly delineates the roles of all people who deal with the church's financials.
- Equality Virginia Dinner was held April 13, 2019. EV provided MCC Richmond with two tables at the \$900 nonprofit rate and a third at the Early Bird price of \$1250. MCC has attended the dinner since 2011.
- Renovations to the MCC Richmond Community Center almost completed. The Pastor and Chuck Bateman will discuss whether Wateredge Construction should continue as the contractor for the Phase 2 renovations to the church building.

March 2019

- Pastor Kenny briefed the Board on renegotiating the church's maintenance contract with Southern Copier for \$95.75 per month for 60 months that would include 45,000 black and white copies and color copies at .05 per page.

- The Pastor also briefed the Board on the possibility of renegotiating the church's contract with ADT to install new equipment at a lower monthly rate. The Pastor will asked the Board to vote on the renegotiated contract for the security system and copier later in the month.
- Vice-Moderator Shari Drees continued updating the Board on the status of the Board Covenant. The Covenant was signed by all 7 members of the Board. Copies of the Covenant have been placed in the Celebration Hall and on the Richmond Community Center.

April 2019

- The Board discussed potential By-Law amendments needed for election of lay delegates and alternate lay delegates. Per MCC Richmond by-laws, lay delegates and alternate lay delegates currently need to be elected at the congregational meeting following the UFMCC General Conference. The Board discussed the possibility of amending the bylaws so that the Board can call for the election of delegates at any congregational meeting.
- Pastor Kenny proposed that MCC Richmond place an ad in the program booklet for UFMCC General Conference in July 2019. The Board passed the motion unanimously.
- Discussed elevator renovation and repairs. The elevator had been out of balance due to flap hydraulics not working together. A part was ordered to fix the issue, costing \$2000 to be paid as part of renovations. The inspection of the elevator cost \$300. Elevator is currently safe.
- The Board voted unanimously to participate in Black Pride on July 20. A booth was authorized by paying the nonprofit fee of \$75.

May 2019

- Discussed the resignation of George Floyd as Director of Strategic Planning. Pastor Kenny and the Board received his e-mailed resignation on April 22, 2019. The By-laws allow a qualified candidate to be appointed by the Board of Directors to serve until the next congregational meeting. Potential candidates must be members in good standing: 1.) member of the church for at least one year. 2.) Show a record of monetary giving 3.) Be involved in at least one ministry of the church. During the meeting, Pastor asked the Board to email him regarding potential candidates.
- Discussed the By-Laws amendment regarding the election of Lay Delegates. Shari is currently the church's second lay delegate and will attend the UFMCC Conference through Virtual Conferencing. There is nothing in the current By-laws, which prohibited Shari from serving as Second Lay Delegate and Vice-Moderator.
- Shari Drees and Sean Stephens-Sampson discussed moving into using new email addresses for Board members and staff. With the capabilities of Office Suite, the church may have up to 25 email addresses. The addresses will have the ending suffix @MCCRICHMOND.ORG.

June 2019

- The Board unanimously appointed John Pall as a member of the Board of Directors until the next Congregational Meeting to be held in November 2019.
- The Board approved moving forward with the inspection of the church's fire extinguishers, and to recharge the extinguishers if necessary.
- The Board approved using a revised financial form for reimbursement and fund requests.
- The Board accepted the resignation of Derek Carr as the church treasurer.

July 2019

- The Board discussed the church neighbors' complaints regarding parking and noise. Pastor Kenny advised he had spoken with Richmond LGBT Police Liaison Daniel Milton about the complaints.
- The Board discussed the idea of bringing cookies and treats to the neighbors and possibly informing them of the various programs held at the church that are beneficial to the neighborhood and community at large.
- The Board discussed whether to keep the "noisy offering" during service. The Board agreed to continue the offering and use the money collected to donate to the Doorways Guest Houses until the end of

- 2019, and then to continue using the offering to donate to other charitable groups or purposes.
- Pastor Kenny advised the Board about his having attended the Richmond Police Department Church Safety workshop. The pastor brought up the idea of having a wheelchair on hand, and a stretcher to transport people quicker, along with having more first aid kits, and food and water for crisis situations.
- The Board voted to participate for the first time in Petersburg Pride to held in September 2019 with a booth and additionally voted to become one the event's sponsors.

August 2019

- The Board unanimously voted to buy an Automatic Electronic Defibrillator with mounting case for emergencies.
- The Pastor is interviewing potential contractors for the second phase of renovations. There is concern with water leaks and mold in the bathrooms.
- The Pastor informed the Board that Philip Adams will be starting his seminary internship at MCC Richmond starting in September 2019.
- The Board discussed Email security for Board member Email accounts.

September 2019

- The Board unanimously voted John Poarch as the interim church treasurer. His term will expire December 31, 2019.
- The Board unanimously voted to accept the MCC Richmond Strategic Plan 2019-2021 as devised by the Strategic Planning Team. The plan will be formally presented to the congregation during the 2019 Congregational Meeting.
- The Board unanimously voted to adopt MCC Sacred Journey, located in Hendersonville, NC and Fortaleza Metropolitan Community Church of Fortaleza, Brazil as sibling congregations to MCC Richmond.
- The Pastor Compensation Team presented its recommendations for future pastor salary and benefit allocations that would be beneficial to the church, its current pastor, and potential future MCC Richmond pastors.

October 2019

- The Board agreed unanimously to empower Chuck Bateman to go forward with the design for an amount up to \$3000 for the repair and improvement of the back doors of the church near the Celebration Hall with funds to come from the Capital Campaign.
- Continued discussing the new Strategic Planning Report, Mission, Vision and Core Values. Shari stated that the congregation wants us to pursue the goals outlined in the report such as educating people for ministry and enabling the congregation for social action and to take care of our community. The Board agreed to facilitate access to the report to the congregation by emailing a PDF copy to them.
- Discussed the placement of the recently purchase Automatic Electronic Defibrillator to be able reach as many people both upstairs in the sanctuary and downstairs near the Celebration Hall.

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

Strategic Plan Annual Report

YOU are welcome here!

People of all backgrounds come together at MCC Richmond, to create a safe and welcoming environment for ALL people to be who they are, to reveal the relevance of God in our lives, to be empowered to serve and care for one another while working toward justice and equity.

We Believe

Inclusion: *Everyone is welcome, we mean everyone. We value and celebrate everyone's presence, voice and ideas.*

Community: *We learn, care for, and serve one another, and our neighbor, through opening up and listening to each other.*

Engagement: *MCC Richmond gets involved and takes action to feed others, to work for social justice, to pray for the needs of others, and serve where and when a need arises.*

Spiritual Discovery: *We believe that God meets us where we are, and we encourage people to discover God in meaningful, relevant, and loving ways.*

Transformation: *We believe in helping people discover that a loving God can transform their lives.*

Our Vision

Loving God by caring for and serving others.

I. Survey and Brainstorming Sessions

The Strategic Planning Team of Metropolitan Community Church of Richmond conducted a survey in February 2018 (Appendix A) in order to get feedback on the church's strengths and weaknesses, as well as collect demographic data (Appendix B). From that survey, the team identified four major areas of opportunity to concentrate its planning efforts:

Worship, Outreach, Social Justice and Service

Eight brainstorming workshops were then conducted during the months of September, October and November 2018 to identify the church community's ideas and priorities concerning each topic. The four areas of opportunity were explored separately during two sessions-- once during a Living Wednesday Dinner Church evening and again on a Saturday morning.

During each brainstorming session, participants were asked to write down anything that came to mind regarding the topic at hand on a series of Post-It Notes. For example, they could write what they wanted the church to start doing or stop doing. They could praise what the church is currently doing. Or they could throw in something unrelated – whatever came to mind when brainstorming.

To help participants wrap their heads around each topic, the team broke the topic down into three subtopics.

Worship

Music, Message and Program

Outreach

Community Care, Diversity and Partnerships

Social Justice

Direct Action, Awareness and Social Causes

Service

Ministries, Leadership and Hospitality

All ideas that participants wrote down on Post-It Notes were shared on a series of idea boards. Then participants were given three colored dots and asked to vote on the top three ideas on the boards. (Photos of the idea boards and a ranking of votes per workshop can be found in Appendix C.)

II. Feedback Analysis & Themes

The Strategic Planning Team met on several Saturdays to discuss ways to address feedback and recommendations for church planning over the next five years. Only the ideas with *one or more votes* generated by the brainstorming sessions were used to formulate the recommendations of this report. (The remaining ideas from each brainstorming session are labeled “Other Ideas” in Appendix C.)

Ideas with votes were then labeled with a theme. In some cases, ideas were labeled with more than one theme. Themes were awarded the same number of votes that their corresponding ideas received.

The list below is a ranking of themes according to the number of votes awarded.

1. Enable our community for social action (32 votes)
2. Develop our programs (32 votes)
3. Educate our people for ministry (31 votes)
4. Feed our community (24 votes)
5. Care for our community (23 votes)
6. Partner with local churches and orgs (15 votes)
7. Show awareness and respect for others (14 votes)
8. Implement new technology (13 votes)
9. Reach out to youth (13 votes)
10. Vary our worship experience (12 votes)
11. Connect with the LGBTQAI community (11 votes)
12. Elevate our music ministry (8 votes)
13. Protect the accessibility of our facilities (7 votes)

III. Discussion of Themes and Recommendations

1. Enable Our Community for Social Action

With 32 votes on ideas that range from “Healthcare for all” to “Get out the vote - register people at the church,” our community is passionate about taking social action and enabling others to do so. We found three areas in which the church could help create awareness, shape the discussion and take direct action.

2. Develop Our Programs

Equally as important as social action is development of our church programs. With 32 votes, participants expressed a strong desire to try something new ideas or implement a more formal leadership and organizational structure to existing or past ministry efforts.

3. Educate Our People for Ministry

Training and education in many aspects of our ministries, and the development of new ministries, is needed in order to assure the effectiveness of all that we do with our limited resources. It is important to note that the training needed is both inward and outward looking. This was suggested by the survey results and the brainstorming sessions. It is clear that there is a desire to serve and with good leadership we can help channel that desire into great work in our communities.

4. Feed our Community

Our food ministries continue to be a priority and a source of pride for our members. The need is best expressed as “Feed the Hungry” which leads us to the question who needs this help and what is the best and most effective way to deliver it.

5. Care for Our Community

This category represents many ideas for ministry across a very broad spectrum of life events. We should take care not to assume what may be needed until we have engaged with the various sub-sections of our community. There were many responses to our survey about the need to bring in young adults, host support groups and be more visible in the greater Richmond community.

6 - 13. Important Themes to Consider Further

The first 5 themes of this plan represent 60% of the data collected, the last 8 themes, discussed here represent the remaining 40%. While these are important ideas, we are not making specific recommendations for each. These 8 themes include:

1. Partner with local churches and orgs
2. Show awareness and respect for others
3. Implement new technology
4. Reach out to youth
5. Vary our worship experience
6. Connect with LGBTQAI community
7. Elevate our music ministry
8. Protect the accessibility of our facilities

To view the Strategic Plan in its entirety, visit the church website at mccrichmond.org/strategic-planning

Presentation of Candidates for Election

Presentation of Candidates for Election
Fall 2019

In accordance with the Nominating Committee Procedures as adopted by MCC Richmond, the following candidates have been certified as eligible per the By-Laws and aforementioned procedures and have expressed a willingness to serve if elected:

Board of Directors Candidates:

Philip Adams - First Lay Delegate

John Pall

MJ Simmons

Treasurer - no candidate

Additional Candidates:

John Pall - Second Lay Delegate

Les Quintana-Branch - Alternate Lay Delegate

Felicia Miller - Alternate Lay Delegate

Respectfully submitted,

MCC Richmond Nominating Committee

Carol Anderson (Chair), Alan Crumpler, Joey King, Chris Kopczynski, and Catherine Pall

Philip Adams – First Lay Delegate Candidate

I was born in 1957 as the second child of six children. My Dad was a Southern Baptist Pastor and my mother was a Registered Nurse who taught nursing and eventually ended her career as a Nurse Practitioner. I was educated at Carson Newman College in Jefferson City, Tennessee, graduating in 1980 with a double major in Religion and Psychology. I attended Southern Baptist Seminary in Louisville, Kentucky working on a Master's of Divinity in Social Work focused on Child and Family Counseling. Due to the birth of twin daughters, I did not finish Seminary and came back to Virginia to start a career in property management. I have worked in property management since 1985, being affiliated with Homeowner Association and Condominium Management for Associa/Community Group since 1989. I am the father of 3 biological children and 3 step children and I have 7 grandchildren. I am currently a student again in Richmond's Presbyterian Seminary and I anticipate graduation in May of 2021 with a Master's in Christian Education (MACE) and a Master's in Divinity (MDiv). I hope to teach/preach and assist with pastoral care in the future. I was a recipient of Who's Who Among College Students and was named to the Algernon Sydney Sullivan Society in 1980. I was tapped into Mortar Board and served as a member of Alpha Chi, Alpha Psi, and Pi Tau Chi in college. I received the Rookie Manager of the year Award for Oxford in 1987 and was recognized as a Member of the Ambassador Circle in 2006 for Associa. I taught the basic community manager course as a member of the National Faculty for Community Association Institute (CAI) from 2007 until 2016. I served on a Committee that re-wrote that course during my tenure on the National Faculty. I served on the Foundation Board of Directors for CAI from 2011 to 2016, serving as Committee Member, Board Member, Treasurer and Vice President.

I love the vision of MCC as a place where persons are included and welcome just the way they are. I would serve in such a way as to ensure this vision continues by actively being involved in Sunday School, worship, and Living Wednesday's study. I am committed to education and am a lifelong student willing to learn as I teach and train adults.

I have substitute taught for Sunday School and participated many times in the worship service. I have been actively involved in the Bread Ministry and participated in several fundraisers such as Fashion Shows and the Garden Party. I assist with Living Wednesdays and have led several sessions and look forward to more involvement as a present intern for MCC.

Being a student, I am very mindful of time restraints but believe that I am able to serve either in the capacity as Member at Large or First Lay Delegate. I would serve to the best of my ability in either position and would certainly need assistance in getting up to speed with the processes that the MCC follows. Having worked with Boards of Directors in my position at Associa for more than 30 years, I have served in a variety of positions to get the work of the Board done. I am a believer in the work of Boards and feel qualified to provide support to any position as far as administration, practice and results. Thank you for your consideration of my qualifications.

Sincerely,
Philip Adams

John Pall – Second Lay Delegate Candidate & Member At Large, Board of Directors Candidate

Framing the Importance of Our Work:

- Our church deserves a completely faithful representation in voicing its will at general conference.
- The church delegate team will serve within an exciting new era for MCC Richmond, the Eastern Network, and the Fellowship as each continues to grow in sustainability, thriftiness, and real community ministry.
- MCC Richmond has a special role to play in presenting models of thought, of finding opportunity within challenges, in creatively connecting and building resources.

Ministry Experience at MCC

- Bi+ Discussion Group, Leader and Discussion Co-Facilitator
- Choir (Spirits of Joy, Voices of Praise), Drummer
- MCC Handbell Choir, Member and Guest Composer
- Worship Assistant: Sound Ministry, Reader, Counter, Communion Holder
- Living Wednesday, Guest Presenter, Volunteer Cook
- Board of Directors, Member at Large.

Eastern Network Gatherings Attended:

- Hampton Roads, Spring 2018
- Hagerstown, Fall 2018
- D.C., Spring 2019

Other (Non-MCC) Conference Experience:

- National Council of Teachers of Mathematics (Cleveland, March 2009; Baltimore 2011)
- Detroit Area Council of Teachers of Mathematics, (October 2008, 2009)

Noteworthy Items:

- B.A. Education; Wayne State University, Detroit, Michigan.
- Currently working as a Quality Assurance Analyst, Virginia State Supreme Court.
- Proud to have a dog and 3 cats that allow me in their life.

Dearest Friends,

If there is one thing that drew me into membership within MCC and continues to bring me joy in participation and service, it is community. Though we say all are welcome, we truly live this in the hospitality shown to our newer guests, we truly express this within our ministries that connect people together, we truly inhabit this call in loving and understanding one another for the people that we are.

Just as humble as many of us are, we hear that each of us has a role to play, that we are instruments of God, that we become graceful by being ourselves and sharing of ourself to make things better for others.

I am asking this opportunity of service as 2nd Lay Delegate from you because I wish to continue ministry with our shared value of community as focus. I've enjoyed my time so far, and look forward to the future challenges, special projects, and opportunities.

Sincerely,
John Karl Pall

MJ Simmons – Member At Large, Board of Directors Candidate

Dear MCC-Richmond Family,

I am Marjan Nauta-Simmons, better known as MJ Simmons. I was born and raised in the Netherlands where I attended the University of Leiden for two years. I moved to the United States in 1987 and have been a resident here since that time.

Throughout my life, I have held a wide variety of jobs; floral designer, salesperson, waitress, office manager, and for the past 12 ½ years, school bus driver. I also established and maintain my own upholstery business, Staples and Stitches. Although, I often succeed in anything I put my mind to, I have discovered that my passion lies in “fixing things.” To restore, revive, repurpose and improve with my God given talent gives me great satisfaction. If, in the process of that, I can help others, life is just perfect!

My most outstanding accomplishment to date is the birthing and raising of three fantastic children, all contributing members of society and more importantly, kind and generous people.

In December of 2006 I found MCC-Richmond. I was in a very dark and scary place and MCC turned out to be my lifesaver. During the past 13 years, MCC has continued to be exactly that; due in part to what I found here, I am in a much, much better place today. My hope and vision is that MCC-Richmond can be that same lifesaver for anyone who finds themselves feeling put aside, marginalized, kicked to the curb, lonely, judged, inadequate, without support. Not only will they find a safe place to worship, but also a family, a community, a home.

Since that last Sunday in December of 2006, I have regularly attended MCC-Richmond. I have been a member of the Spirits of joy since just before Christmas 2011 and faithfully attend Tuesday night rehearsals. I joined the bell choir during its revival in 2018 and kick my heels on a regular basis with the Boot-Scootin’ Believers.

As for my calling to be on the Board of Directors ... the honest truth is I have resisted it, despite repeated prodding from several people on the nominating committee and in the congregation. But I have received so many blessings by way of MCC that I feel I should step up and serve, giving back. God is so good – I can do more, I need to do more, with God’s continued blessing, I will do more! I am willing to serve where my gifts are most needed.

Sincerely,
MJ Simmons

Les Quintana-Branch – Alternate Lay Delegate Candidate

Introduction

Proud American from Nicaraguan Parents, I have lived in the City of Richmond for over 20 years. First, came to MCC Richmond to visit through the prodding of one of my friends back in 1996, became a member in 1998 thru 2001, left and then returned and became a member again in 2009 and had been an active member since.

I am a progressive that feels passion and compassion for all people in all aspects of my life with a strong interest in progressive politics. Born Catholic and raised Pentecostal, I have a strong belief that the Holy Spirit has sustained our church and now is lifting us in great ministry with the guidance of Pastor Kenny.

It has been especially rewarding to serve on the MCC Richmond's Board of Directors over the last five years including the last three years as Clerk of the Board.

Now, I would love to continue my role as servant leader here at MCC Richmond by becoming an alternate lay delegate for our church. I have been a longtime member of the church, getting to know many of the members and friends and having a very positive relationship with all of them. I have very strong organizational skills and with my legal background, I am able to understand and help others understand the denominational by laws.

Most importantly, I feel led by the Spirit to continue as servant leader helping our beloved MCC Richmond as lay delegate in a UFMCC that has become more global with the election of Rev. Cecilia as moderator in addition, a more diverse governing Board, helping our church connect with other UFMCC churches in our network and beyond. As a person of Latin heritage, I can help bring a different perspective.

Vision statement

To make MCC Richmond the spiritual home of all people in the Richmond Metropolitan Area who desire to worship in a Christ-Centered environment free of any kind of discrimination or prejudice. I will use my organizational, writing, speaking, and listening abilities to make everyone welcome and become part of our community of faith.

Ministry Work at MCC Richmond

Board of Directors

Clerk of the Board from 2016-19

- Kept and maintained records of the BOD and Congregational Meetings
- Prepared Agendas for BOD and Congregational Meetings
- Compiled and maintained the Minutes of all Meetings
- Maintained records of the BOD activities for the Church Archives
- Other duties as assigned by the Moderator of the Board

Strategic Planning Director 2014-16

- Developed and gathered resources related to Strategic planning from UFMCC and other sources
- Liaison with the interim pastor and settled pastor to create activities consistent with the Vision, mission and core values of MCC Richmond
- Coordinated outreach activities for MCC Richmond to the Richmond Virginia Community and acted as liaison to other community organizations such as the Fan Association and the Fan Business Association

MCC Richmond Ministries

Social Media Coordinator...Disseminating information about activities of the church to the local and national community through Facebook, Twitter and local and national websites. 2014-present.

PRIDE coordinator... 2015 to present.

Alternate Lay Delegate 2011-14

PLACE Coach 2011-13

Member of the Spirits of Joy and Voices of Praise 2009 to present.

Member of the Social Justice Ministry 2011 to present.

Member of the Church's Connection Ministry 2013 to present

Member of the Fundraising Team 2011-14 and 2019

Member of the Capital Building Fundraising team 2010-11 and 2018

Member of the Hand bell Choir 2017-18

Member of the Stewardship Campaign 2016

Member of the Generosity Team Education Committee 2012-15

Member of the Ministry of Care and writer of the Prayer List from 2011-2014

Worship Leader, assistant minister, prayer minister, reader and holder. 2011-present

Contributor to the Fine Arts Ministry Weekly reflection piece 2009-11

Work Experience

Hospital Corporation of America/Parallon

*Sr. Legal Analyst for the Capital Region tasked with dealing with healthcare policy issues 2017

*Legal Analyst 2016-17 aiding in the implementation of Obamacare Policy for all HCA hospitals in VA.

*HCA Billing Supervisor 2011-16

*HCA Billing Team Lead 2005-10

Hillary Clinton Campaign 2016

Social Media Coordinator for Virginia using platforms such as Facebook, Twitter, LinkedIn, Pinterest.

SunTrust Bank

*Bankruptcy Analyst 2001-2004 assisted in litigation and settlement of foreclosures and repossessions.

Education

J.D with Concentration in Bankruptcy and Constitutional Law, TC Williams School of Law, University of Richmond

B.A in Journalism/Communications, University of Lynchburg

B.A in International Relations, University of Lynchburg

Minor in Economics

Cum Laude in International Relations

Sincerely,

Les Quintana-Branch

Felicia Miller – Alternate Lay Delegate Candidate

I have been a member of MCC for over 12 years, first with Fredericksburg then Richmond. I love to communicate with people, to share my knowledge, and to mentor others in their spiritual journey. All of my personal and professional life has been dedicated to serving others whether in the deli, at home, or within the church. At MCCF, I participated with the Sunday set up of the church facilities in our rented space, with the Coat Drive, Shoe Drive, Holiday Food Drives, and adopting families for Christmas. At MCCR, I continued my service by filling the Food Pantry, providing food for potlucks and holidays, participating in the school supply drives, adopting families for Christmas, serving with the Greeters Ministry in tracking and sending cards to visitors, and serving the the Worship Team as an usher and acolyte. For both congregations I have hosted Bible Studies, social gatherings, and provided lodging to guests in my home. I have attended almost every conference offered including Network, Regional, and General Conferences. Most recently, I served as the First Lay Delegate & member on the Board of Directors and represented MCC Richmond at General Conference in 2019.

Education

- Certification of Completion for Food Handler (2014)
- Train the Trainee Certification with Safeway, Inc.
- Germanna Community College
 - Fredericksburg, VA
 - Completed coursework towards undergraduate Early Childhood Education (AECE) (Jan 1999)
- Ballou Senior High School
 - Washington, DC
 - High School Diploma (Jun 1980)

Additional Skills

- Data Entry
- Customer Service
- Food Preparation
- Childcare

Awards Received

- Certificate of Excellence from UFCW (United Food and Commercial Workers), Local #400, 2016, 2015, and 2014
- NOVA Labor Valor Award

Licenses and Certifications

- Certificate of Excellence for Leadership and Outstanding Contributions to Labor
- Certificate of State of Virginia Board of Elections
- Certificate of Mental Health
- Certificate of Virginia Progressive Leadership Project

Professional Experience

- 2006 – Present: Election Official, Spotsylvania County
- Jun 1984 – Present: Deli Clerk and Shop Steward, Safeway Inc., Warrenton, VA. Customer Service, Stocking, Odering Merchandise, and Cooking, Serving Food to Customers

Sincerely,
Felicia Miller

Proposed MCC Richmond Bylaw Amendments

Amendment #1

Original language:

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. The first lay delegate shall serve a three year term.

Proposed language:

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, with the exception of the Pastor, are limited to two consecutive elected terms. The First Lay Delegate shall serve a three year term.

Rational for the amendment:

Many congregations within UFMCC follow this procedure in an attempt to avoid burnout of volunteers serving on the Board of Directors. The congregation is best served rotating leadership of qualified members. This amendment also encourages greater involvement within the congregation to serve on the Board of Directors.

Amendment #2

Original language:

Article IX – Lay Delegate

A. Election – the Lay Delegates shall be elected at the next regular Congregational Meeting following each General Conference. 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.

Proposed language:

Article IX – Lay Delegate

A. Election – the Lay Delegates shall be elected at the Annual 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.

Rational for the amendment:

This amendment allows for the election of Lay Delegates at any Congregational Meeting just not the Congregational Meeting directly following General Conference. This amendment change also allows MCC Richmond to follow the Bylaws of the Universal Fellowship of Metropolitan Community Churches.

Balance Sheet as of November 14, 2019

ASSETS

Current Assets

Bank Accounts

10000 Wells Fargo Operating Account (8909)	17,054.74
10201 Union Bank Renovation Account (5649)	142,089.71
10410 Online Checking Wells Fargo (7877)	5,873.40
10420 Online Savings Wells Fargo (9379)	526.01

Total Bank Accounts	\$ 165,543.86
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Other Current Assets

Total Other Current Assets	\$ 127.00
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Total Current Assets	\$ 165,670.86
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Fixed Assets

11710 Building (2501 & 2503)	119,000.00
11715 Building Improvements	334,284.65

Total Fixed Assets	\$ 453,284.65
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TOTAL ASSETS	\$ 618,955.51
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LIABILITIES AND EQUITY

Liabilities

Current Liabilities

Accounts Payable

Accounts Payable (A/P)	-770.50
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Total Accounts Payable	-\$ 770.50
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Other Current Liabilities

20600 - Retirement Contribution Payable	250.00
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Deferred Revenue - Contributions	1,628.55
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Other Current Liabilities - Scrip	-169.67
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Total Other Current Liabilities	\$ 1,708.88
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Total Current Liabilities	\$ 938.38
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Long-Term Liabilities

25200 Mortgage Union Bank & Trust	97,896.05
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Total Long-Term Liabilities	\$ 97,896.05
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Total Liabilities	\$ 98,834.43
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Equity

30000 Opening Balance Equity	361,693.33
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Owner's Investment

31100 - Building Fund	1,402.31
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31110 - Food Pantry Fund	1,611.22
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31120 - Good Neighbor Fund	1,735.97
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32000 - Capital Campaign 2018	136,619.46
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Total Owner's Investment	\$ 148,603.86
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Retained Earnings	-2,313.77
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Net Income	12,137.66
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Total Equity	\$ 520,121.08
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TOTAL LIABILITIES AND EQUITY	\$ 618,955.51
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Proposed Budget for Fiscal Year 2020

	2019 Budget	2019 Projected	2020 Budget
Income			
41000 Contributions Unrestricted			
41100 Regular Offerings	\$ 140,680.00	129,565.13	\$ 135,000.00
41500 Fund Raising - Undesignated	\$ -	0.00	\$ -
41550 - Amazon Smile Donation	\$ -	39.57	\$ 500.00
41560 - Scrip Income	\$ -	12.00	\$ 250.00
41570 - Kroger Community Rewards	\$ -	53.35	\$ 250.00
Total 41500 Fund Raising - Undesignated	\$ 0.00	\$ 104.92	\$ 1,000.00
41700 Special Events	\$ 19,703.00	19,000.00	\$ 20,000.00
41800 Building Fees Collected	\$ 1,000.00	1,694.00	\$ 2,000.00
41901 - Hospitality Living Wednesday	\$ 1,628.00	2,068.07	\$ 2,170.00
41902 - Hospitality Sunday Fellowship	\$ 2,692.00	2,480.37	\$ 2,630.00
Total 41000 Contributions Unrestricted	\$ 165,703.00	\$ 154,912.50	\$ 162,800.00
42100 Designated Fund Regular Offering			
42101 Good Neighbor Fund	\$ 4,500.00	2,740.65	\$ 2,800.00
42102 Food Pantry	\$ 5,000.00	8,313.68	\$ 6,200.00
42105 Lay Delegates General Conference (Noisy Offering)	\$ 2,400.00	1,470.03	\$ -
42106 Noisy Offering	\$ -	350.00	\$ 1,900.00
42110 Pastor's Discretionary Fund	\$ 1,000.00	0.00	\$ -
42120 Ministry Development Fund	\$ 1,000.00	0.00	\$ -
42130 Building Fund	\$ 7,200.00	6,986.98	\$ 5,100.00
Total 42100 Designated Fund Regular Offering	\$ 21,100.00	\$ 19,511.34	\$ 16,000.00
51000 Interest Income	0.00	0.15	\$ -
Total Income	\$ 186,803.00	\$ 174,423.98	\$ 178,800.00
Gross Profit	\$ 186,803.00	\$ 174,423.98	\$ 178,800.00
Expenses			
71000 Admin Expenses			
71100 Bank Fees	\$ 50.00	0.00	\$ -
71200 Background Check	\$ 75.00	0.00	\$ 60.00
71300 Payroll Service	\$ 870.00	872.13	\$ 900.00
71600 Merchant Service Fees	0.00	194.91	200.00
Total 71000 Admin Expenses	\$ 995.00	\$ 1,067.04	\$ 1,160.00
72000 Pastor Expenses			
72100 Pastor Salary	\$ 23,417.00	23,419.68	\$ 24,925.00
72200 Pastor Housing Allowance	\$ 25,000.00	25,000.08	\$ 26,400.00
72300 Pastor Health Insurance	\$ 4,000.00	3,831.68	\$ 3,880.00
72400 Pastor - Church Retirement Contribution	\$ 1,200.00	1,200.00	\$ 1,539.75
72600 Pastor General Conference	\$ 1,200.00	429.13	\$ -
72700 Pastor Continuing Education	\$ 250.00	0.00	\$ -
72900 Pastor Other (Clergy License)	\$ 300.00	150.00	\$ 150.00
Total 72000 Pastor Expenses	\$ 55,367.00	\$ 54,030.57	\$ 56,894.75

73000 UFMCC Expenses			
73100 Fellowship Tithes (budget for 2020 to be confirmed)	\$	9,240.00	9,240.00 \$ 10,560.00
73200 Fellowship Pension Expenses (est \$150/mth)	\$	1,800.00	1,800.00 \$ 2,160.00
Total 73000 UFMCC Expenses	\$	11,040.00	\$ 11,040.00 \$ 12,720.00
74000 Church Office Expenses			
74100 Office Assistant	\$	13,728.00	13,727.76 \$ 14,002.32
74120 Office Assistant Payroll Taxes	\$	1,050.00	1,050.17 \$ 1,071.18
74200 Copy Paper	\$	200.00	20.35 \$ 50.00
74300 Office Supplies	\$	300.00	279.61 \$ 300.00
74400 Postage	\$	200.00	0.00 \$ 55.00
74500 Phone/Internet Expense	\$	4,000.00	2,947.80 \$ 3,000.00
74600 Copier Expense	\$	4,500.00	1,767.54 \$ 1,560.96
74700 Drinking Water	\$	280.00	156.80 \$ -
74910 Retired Sexton Housing Allowance	\$	2,400.00	2,400.00 \$ 2,400.00
Total 74000 Church Office Expenses	\$	26,658.00	\$ 22,350.03 \$ 22,439.46
75000 Building Expense			
75100 Building Operating Expense (moved \$600 to 75140)	\$	-	0.00
75110 Mortgage Interest	\$	5,454.39	5,445.49 \$ 4,712.00
75120 - Building Security Service	\$	-	1,982.86 \$ 1,000.00
75130 Insurance & Workers Comp	\$	6,753.00	6,643.00 \$ 7,000.00
75140 Building Maintenance	\$	7,500.00	0.00 \$ 2,000.00
75150 Pest Control Services	\$	-	600.00 \$ 600.00
Total 75000 Building Expense	\$	19,707.39	\$ 14,671.35 \$ 15,312.00
75220 Utilities			
75220 Electric			
75221 Electric - Church	\$	6,000.00	5,324.00 \$ 5,500.00
75222 Electric - Community Center	\$	2,495.00	712.00 \$ 750.00
Total 75220 Electric	\$	8,495.00	\$ 6,036.00 \$ 6,250.00
75230 Water			
75231 - Water - Church	\$	1,320.00	1,244.91 \$ 1,300.00
75232 Water - Community Center	\$	1,116.00	898.05 \$ 925.00
Total 75230 Water	\$	2,436.00	\$ 2,142.96 \$ 2,225.00
75240 Gas			
75241 Gas - Church	\$	4,880.00	3,769.00 \$ 3,900.00
75242 Gas - Community Center	\$	4,184.00	1,459.00 \$ 1,500.00
Total 75240 Gas	\$	9,064.00	\$ 5,228.00 \$ 5,400.00
Total 75220 Utilities	\$	19,995.00	\$ 13,406.96 \$ 13,875.00
76000 Worship & Ministry			
76100 Ministry of Care	\$	200.00	0.00 \$ 100.00
76200 Ministry of Involvement	\$	400.00	0.00 \$ 150.00
76300 Worship	\$	1,000.00	233.80 \$ 250.00
76400 Hospitality	\$	2,500.00	2,867.89 \$ 3,000.00
76500 Small Groups	\$	400.00	0.00 \$ -
76700 Youth Ministry	\$	200.00	0.00 \$ 100.00
76800 Communication & Publicity	\$	1,100.00	833.20 \$ 800.00
Total 76000 Worship & Ministry	\$	5,800.00	\$ 3,934.89 \$ 4,400.00

77000 Fine Arts & Community

77100 Fine Arts

77110 Music Director	\$ 10,183.68	10,183.68	\$ 10,387.35
77112 Music Director Payroll Taxes	\$ 779.04	779.05	\$ 794.63
77120 Pianist	\$ 6,782.16	6,781.92	\$ 6,917.56
77122 Pianist Payroll Taxes	\$ 518.88	518.81	\$ 529.19
77130 Piano Expense	\$ 300.00	333.33	\$ 400.00
77140 Choir Expense	\$ 750.00	706.53	\$ 800.00
77150 Music Leader - VOP	\$ 749.00	665.60	\$ 678.91

Total 77100 Fine Arts	\$ 20,062.76	\$ 19,968.93	\$ 20,507.64
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77300 Community Connection & Networking Ministry

77310 VA Pride	\$ 300.00	300.00	\$ 300.00
77320 Health Ministry	\$ 200.00	0.00	\$ -
77330 Social Justice	\$ 300.00	239.19	\$ 300.00
77340 Black Pride	\$ 100.00	100.00	\$ 150.00

Total 77300 Community Connection & Networking Ministry	\$ 900.00	\$ 639.19	\$ 750.00
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Total 77000 Fine Arts & Community	\$ 20,962.76	\$ 20,608.12	\$ 21,257.64
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78000 Designated Funds

78101 Good Neighbor Fund Expense	\$ 4,500.00	2,740.65	\$ 2,800.00
78102 Food Pantry Expense	\$ 5,000.00	8,313.68	\$ 6,200.00
78105 Lay Delegates General Conference Expenses	\$ 2,400.00	1,470.03	\$ -
78106 Noisy Offering	\$ -	350.00	\$ 1,900.00
78110 Pastor's Discretionary Expense	\$ 1,000.00	0.00	\$ -
78120 Ministry Development Fund	\$ 1,000.00	0.00	\$ -
78130 Building Fund Expense	\$ 7,200.00	6,986.98	\$ 5,100.00

Total 78000 Designated Funds	\$ 21,100.00	\$ 19,511.34	\$ 16,000.00
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Total Expenses	\$ 181,625.15	\$ 160,620.31	\$ 164,058.85
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Net Operating Income	\$ 5,177.85	\$ 13,803.68	\$ 14,741.15
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Funding of Mortgage Principal Payment	\$ 13,765.61	\$ 13,774.51	\$ 14,508.00
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Net Cash Flow after Mortgage Principal Payments	(8,587.76)	\$ 29.17	\$ 233.15
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Compensation & Benefits as % of Income			55.97%
Budget Expense Increase over 2019 Budget			-9.7%
Budget Expense Increase over 2019 Projected			2.1%

Proposed Designated Funds Budget for Fiscal Year 2020

	<u>FY 2019</u> <u>Projection</u>	<u>FY 2020</u> <u>Budget</u>
<u>Vicky Hester Food Pantry</u>		
Beginning Balance @ 1/1/2019	\$ 4,597.43	
Contributions	\$ 5,916.25	\$ 6,200.00
Expenditures	\$(8,313.68)	\$(6,200.00)
Projected Ending Balance	\$ 2,200.00	\$ 2,200.00
<u>Good Neighbor Fund</u>		
Beginning Balance @ 1/1/2019	\$ 2,032	
Contributions	\$ 2,709	\$ 2,800
Expenditures	\$ (2,741)	\$ (2,800)
Projected Ending Balance	\$ 2,000	\$ 2,000
<u>Building Fund</u>		
Beginning Balance @ 1/1/2019	\$ 3,657	
Contributions	\$ 5,330	\$ 5,600
Expenditures	\$ (6,987)	\$ (5,600)
Projected Ending Balance	\$ 2,000	\$ 2,000



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