

METROPOLITAN COMMUNITY CHURCH OF RICHMOND

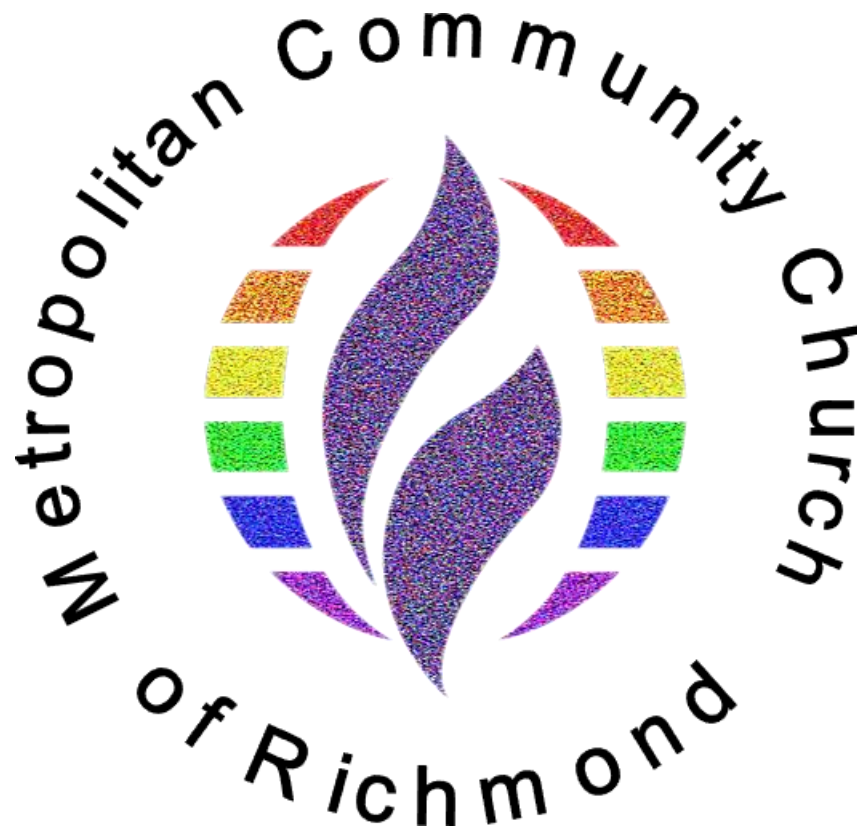


Annual Congregational Meeting

November 18, 2018

Member Booklet

Sharing God's Love with ALL People



... just the way they are!

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Annual Congregational Meeting Agenda – 2018

November 18, 2018

1. Call to Order---Pastor Kenny Callaghan, Moderator of the Board
2. Opening Prayer—Cheezi Farmer, Vice-Moderator
3. Declaration of Quorum—Les Quintana, Clerk of the Board of Directors
4. Presentation of the Agenda—Les Quintana
5. Presentation of the Minutes of the November 12, 2017 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 the Ministry Annual Reports—Presented by Les Quintana
 - c. Acceptance of the Board of Directors Annual Report—Presented by Les Quintana.
 - d. Acceptance of the Financial Annual Report—Presented by Derek Carr, Treasurer.
7. Elections
 - a. Candidates for the Member-at-Large Positions (two-year term)
 - i. Presentation of the Candidate(s)
Shari Drees
George Floyd
Joseph Gottlich
 - ii. Election of the Members-at-Large to the Board of Directors
 - b. Candidate for the Alternate-Lay-Delegate Position (two-year term)
 - i. Presentation of the Candidate
David Wilson
 - ii. Election of the Alternate-Lay-Delegate Position
 - c. 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—Derek Carr
 - b. Motion to Approve the Proposed Budget for 2019
 - c. Capital Campaign Presentation-Capital Campaign Team
 - d. Parish House Renovation Update- Chuck Bateman, Facilities Director
 - e. Renaming Parish House to MCCR Community Center
 - f. Special Election for Second Lay Delegate Position
9. Other Business
 - a. Elaine German Volunteer of the Year Award
 - b. Bubba Bruce Hospitality Award
 - c. Music Award
10. Adjournment and Closing Prayer—Rev. Kenny Callaghan

Annual Congregational Meeting Minutes from November 12, 2017

BOD Members Present:

Rev. Kenny Callaghan, Joy Whitenack, Les Quintana, Chuck Bateman, George Floyd, Felicia Miller

BOD Members Absent:

Luise Farmer

The Meeting came to order at 12:25 pm in Prayer, led by Rev. Kenny.

Les Quintana, Clerk of the Board of Directors, announced that a quorum of 46 members was present.

Carol Anderson presided as Parliamentarian of the congregational meeting.

Agenda

Motion: that the agenda for the Annual 2017 Congregational Meeting be approved.

Moved by David Wilson

Seconded by Rev. J.R. Adams

The motion passed unanimously.

Minutes

Motion: To approve amended minutes for the November 20, 2016 Annual Congregational Meeting

Moved by David Wilson

Seconded by Chuck Bateman

The motion passed unanimously.

Reports

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

Moved by Nancy (Tigger) Grosvenor

Seconded by Jim Burns

The motion passed unanimously.

Motion: To accept the Ministry Annual Report as amended

Moved by David Wilson

Seconded by Terrie Pendleton

The motion passed unanimously

1.) Terrie Pendleton made a motion to correct the Ministry of Care report to reflect the Ministry's 2018 Goals, not 2017 as presented on the report.

2.) During her financial report, Treasurer Joy Whitenack advised that approximately \$5600 had been forgiven in back tithes by UFMCC.

3.) While presenting his Strategic Planning Report, George Floyd advised that the strategic planning process will take many months and while there's a strategic planning team, the entire congregation will have input in the process to enhance and possibly change the church's vision.

Election to the Board of Directors

Les Quintana, elected to a two-year term as a Board Member at large.

There was no election for Treasurer at this congregational meeting. That election will be held at a special congregational meeting in 2018.

Carol Anderson, head of the nominating committee, said that people who may be interested in becoming treasurer may send her an e-mail expressing their interest. Potential treasurers need to have good church attendance, a pattern of giving, and no conflicts of interest.

The Vice-Moderator, Cheezi Farmer will be the interim treasurer until the new treasurer is elected.

Election to the Nominating Committee

Alan Crumpler and Carol Anderson elected to the Nominating Committee for a 2-year term from January 1, 2018–December 31, 2019.

New Business

1. Proposed Budget for 2018—Joy Whitenack & Mark James, Treasurer & Bookkeeper
Motion: that the proposed budget be approved
Moved by John Poarch
Seconded by Les Quintana.
2. Plans were announced to the congregation to renovate the church and parish house to create more meeting space. Chuck Bateman has created layout design plans for contractor review.
3. Chuck stated there maybe a need to use the services of a structural engineer to help aid with the ceiling renovations. The bathrooms will be redesigned to become gender neutral with a more private design.
4. Bubba Bruce has retired as the church sexton and there are no plans to hire a new sexton. The church will be open from 10 am to 2 pm Monday thru thursday. As of 2017, there's a false alarm fee of \$125 for tripping the alarm without justification.
5. Rev. Kenny announced there will be a new deacon training program in 2018.

Other Business

1. Rev. Kenny Callaghan presented the Elaine German Volunteer Award to Carol Anderson.
2. Rev. Kenny presented the Bubba Bruce Hospitality Award to Robin O'Neil.
3. Music Ministry Director Ginny Loving presented the Spirits of Joy Award to Sean Stephens-Sampson.
4. Loretta Mountcastle made a motion of appreciation for the work of the Board of Directors during 2017.
5. Pastor Kenny outlined how the percentage of what the church spends on items such as the mortgage, building/utilities, church office expenses, advertising and outreach, and the work of the various church ministries.

Adjournment and Closing Prayer- Rev. Kenny Callaghan

The meeting adjourned at 2:05 pm.

Respectfully submitted by:

Les Quintana
Clerk of The Board of Directors

Pastor Kenny's Annual Report – 2018

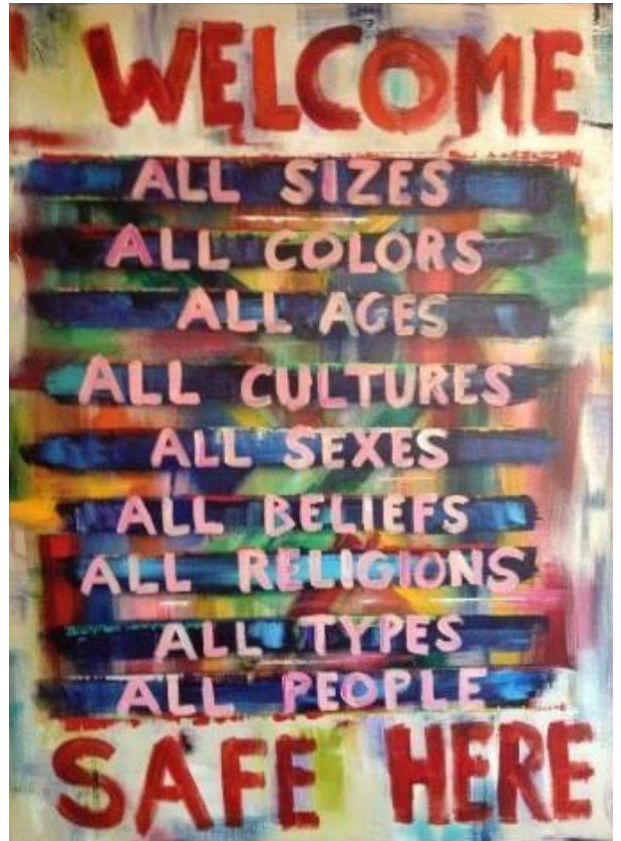
"We are journeying people. From the time we enter into the world until the moment we take our final breath we make our way as life unfolds before us. So it is with faith. It too is a lifelong journey. Along the way we encounter others, and at these crossing points we encounter the living God."

~ From *Crossings: God's Journey With Us*

It is hard to believe another year has come and gone. But what a joy it is to sit and reflect on the many ways God has blessed the life and ministry of MCC Richmond. Together, we are on a journey of *Sharing God's love with all people* ... just the way we are ... and what a brilliant, glorious, enlightening journey it is as we are challenged, learn from one another, meet new friends along the way and catch a deeper glimpse of the Divine One in our midst. I am ever grateful for the past two and a half years of journeying with you as we encounter our living God in new and unexpected places.

We encounter the living God

- ~ as we gather for worship to praise our God, learn, sing, pray, greet one another and welcome new friends.
- ~ as we pray for, support and encourage the leaders of our church and UFMCC.
- ~ as we offer our God-given gifts of time, talents and treasure to serve and make a difference in our families, our homes, our church, one another, the Greater Richmond Community and the world.
- ~ as we discern how God calls us to serve within the life and ministry of MCC Richmond.
- ~ in offering and providing our facility to be used for ministry and serving others.
- ~ when we witness and affirm the blessing of creative, inspirational, constant faithfulness and ingenuity staff.



We encounter the living God

- ~ while providing food and hygiene supplies to the Vicky Hester Food Pantry and The Lounge for those in need.
- ~ through our phone calls, emails, texts, and visits with neighbors and friends.
- ~ suggesting and experimenting with new creative elements to enhance our worship time.
- ~ in joyfully celebrating 40 years of ministry sharing God's love with others.
- ~ through the Spirits of Joy, Voices of Praise and Handbell Choir as they share their gifts of music.
- ~ when sharing our passions, hopes and dreams regarding the ministries of our church.

We encounter the living God

- ~ as we offered words of gratitude for our many blessings during Advent and Lent.
- ~ as we raised money for the Carol Adams Foundation and supported the New Shoes for Back to School Ministry and provided Christmas gifts for children and those in need.
- ~ when we openly share our joys and concerns for prayer.
- ~ in the singing of Christmas carols by candlelight.
- ~ by volunteering to be a worship assistant.
- ~ as we celebrate the renovations of the Parish House and look forward to further renovations of the Celebration Hall and Sanctuary.

We encounter the living God

- ~ when hands join together in the church kitchen to prepare meals and cleaning up from our Sunday lunch ministry and Living Wednesday Dinner Church.
- ~ while collecting items for and making treat bags for children at *The Doorways* or *Ronald McDonald House*.

- ~ when we show up and support social justice rallies in response to social injustice.
- ~ through faithfully hearing and responding to the call for donations of time, talent and treasure.
- ~ by joyfully dancing together creating a God reality for those afraid or those who have been shunned by a church.
- ~ as we consider ways to enhance our ministries and share ideas for new ministries.
- ~ by sharing our faith with family, friends, colleagues and others.

We encounter the living God

- ~ in the self-discovery, reflection, and meditation for spiritual growth.
- ~ in the laughter and joyful sounds of visiting and greeting others whenever we gather.
- ~ when volunteers share their gifts of time and creativity.
- ~ when we participate in passionate, heated, healing and affirming discussions in Sunday School or Living Wednesday Dinner Church.
- ~ in supporting and participating in community organizations such as Women's of Essence, Diversity Richmond, Transgender Day of Remembrance, Equality Virginia, Transgender Information and Empowerment Summit.
- ~ as we embrace and celebrate God's love for us and others ... *just the way we are!*

We encounter the living God

- ~ in using our facility for 12 Step Meetings, Support Groups and community advocacy and learning groups.
- ~ as we collect Panera Bread, package it and distribute it to others.
- ~ as we grow and learn new ways to offer ourselves to God's service.
- ~ while learning about and embracing different gender identities and sexual expression identifying all as the Beloved of God.
- ~ as we celebrate being a growing, thriving church.
- ~ in being willing to serve others.
- ~ when we risk being vulnerable and transparent by letting others REALLY know us ... *just the way we Are.*
- ~ as we commit ourselves to the joy and struggle of learning to do each and every part of our ministry differently in an effort to move our church and ministry forward.

I encounter the living God

- ~ in and through serving as pastor and caring for the people of MCC Richmond and beyond.
- ~ as I do my best to inspire and empower MCC Richmond members and friends in discovering their God-given gifts and finding opportunities for them to share their gifts with others.
- ~ in witnessing people grow and claim God's love for them.
- ~ meeting and encountering others in the Fan and Great Richmond.
- ~ when frustrated and discouraged by my work someone calls for prayer or expresses gratitude.
- ~ while becoming more a part of Kirk's family and being loved and welcome by them.
- ~ working with Kirk in creating a loving, beautiful home and sharing it with others.
- ~ caring for and receiving love from our pets Freddie, Ginger, Bentley and Jezebel.
- ~ while growing in Kirk's love, seeing the love of life and others in and through his eyes.

May the Great Spirit/Wind of God, Divine Parent, and Holy Child be with us as we continue our journey in 2019.

For we are God's servants, working together; you are God's field, God's building. According to the grace of God given to me, like a skilled master builder I laid a foundation, and someone else is building on it. Each builder must choose with care how to build on it. For no one can lay any foundation other than the one that has been laid; that foundation is Jesus Christ.

~ 1 Corinthians 3:9-11

Many blessings and much love,

Rev. Kenny Callaghan

November 18, 2018

Ministry & Leadership Annual Reports

*Sharing God's Love with ALL People
through the
Life & Ministry of MCC Richmond!*

Ministry of Care Report – 2018

The Ministry of Care team meets by phone 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. Other 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 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 sick, have lost loved ones, or are experiencing a particularly trying time in their life. An average of three cards/letters are sent per week.

The Ministry of Care Team has increased in size during this calendar year. Three new members have joined the team this year, and one member who was away due to illness has recently returned to the team, bringing the team to seven current active members. Currently, along with myself, the team is: Lydia Melton, Kirk Blandford, Ann Jenkins, Jae Jubilee, Chris Kopczynski, and Tom Barks. The team is continuing to recruit new membership.

Respectfully submitted,

Rev. Cheryl Owen-Watson
Ministry of Care Team

Involvement Ministry Report – 2018

- The Greeters Ministry continue to greet our 1st/2nd time visitors, as well as our other members and friends at the door before & after morning worship services. Greeters are: Ricki King, Joey King, Kirk Blandford, and Jae Jubilee.
- Organized and held two Game Nights in March & June. Average attendance for both nights was approximately 30 people.
- Birthday Card Ministry was re-launched; cards were sent out to members & friends of MCC Richmond, thanks to Sherry Baxter & Faye Elliott

Forecast for 2019:

- Continue to encourage all members and friends of MCC Richmond to get involved in church life, whether through fellowship activities, or participation in other church ministries.
- To continue to develop fellowship & connection opportunities in which MCCR Members & Friends can participate.
- Additional Game Nights throughout the year (Up to 4 times a year)

Summary: When the Involvement Ministry was created, its purpose was to encourage all members and friends of MCC Richmond to get involved in church life, whether through fellowship activities, or participation in other church ministries. As the church evolves, so has this ministry. Congregants have participated in the life and ministry of MCC Richmond in various ministries, events and activities. Therefore, the need for the Involvement Ministry may no longer be relevant under its current format or may continue with a new purpose and/or a new identify as part of the life and ministry of this church.

Respectfully Submitted,

Jae Jubilee
Involvement Ministry Leader

Outreach and Social Justice Ministry Report – 2018

Team members: Tigger, Sally, Lydia, John, Les, Cheezi, Brad, Peggy, Mark B., Alan, Bubba, Robin, Sherry, Kirk, Living Wednesdays Dinner Church

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

Achievements in 2017-18

- The Bread Ministry was joined into Outreach, and they have made a major impact for the outreach ministry. They serve Dominion Place, William Byrd, Unity of Richmond, Ronald McDonald House and the VCU Food Pantry.
- We gave out 12 Thanksgiving baskets, in church and community members.
- Personal needs bags were given to the Food Pantry patrons and to the homeless in Abner Clay Park – about 70 total bags.
- We participated in World Aids Day.
- We continued doing the Food Pantry twice a month. Thanks to Vicky at Babes we were able to give meat and bread as well as canned goods. On October 21, 2018, the Food Pantry was officially named “The Vicky Hester Food Pantry.” Thank you, Vicky!!!!
- This September, with the help of the congregation, we gave out 38 book bags to school kids.
- Many of us participated in the New Shoes for Back to School – in conjunction with Richmond Partnership of Churches.
- We participated in PRIDE.
- The Living Wednesday Group has made treat bags for the kids at Doorways and Ronald McDonald House for Christmas, Easter, and Halloween.

We are always on the lookout for Social injustices and try to right them – usually with the help of many other groups – through marches, sit-ins, speaking engagements and just being there.

Goals for 2019

Personal needs bags for the Food Pantry patrons and the homeless, possibly also:

The Healing Place
Food Pantry
Habitat for Humanity
Thanksgiving Baskets

Christmas families
Team up Children’s ministry
Transgender Day
World Aids Day

Team up with other churches/community groups, on projects for the equality of all people and to become stronger as a Church in the Outreach and Social Justice areas.

Tigger Grosvenor

Bread Ministry Report – 2018

The MCC Richmond Bread Ministry's partnership with Panera was started 4 years ago as part of the annual giving campaign. Since that time, this ministry has served hundreds of individuals in several organizations. Each year, since its inception, we have increased the number of people served.

We started the year picking up bread 3 nights per week. Mondays, Tuesdays and Fridays at Panera in Carytown. The latest figures we have from Panera are from 2016 and we received almost \$40,000 (retail value) in bread products for the year. Since Monday night is the only night we are officially assigned by the corporate office, this total does not include what we have received on other 2 nights each week. We have been filling a position on Friday night for over 3 years and Tuesday night for a year; however, if a permanent user is found we would have to forfeit Tuesday and/or Friday night. Several times during the year, MCC is asked to pick up bread when the scheduled recipient does not show up.

Through this partnership with Panera, we have been able to form other partnerships within the community. We have been able deliver bread to The William Byrd Senior Apartments, Dominion Place, MCC congregation, The Lounge, The Doorways, Unity Church, Ronald McDonald House, Richmond Fire Department Stations 10 & 12, Richmond Police Department Precincts 2 & 3 and the VCU RamPantry for students. The RamPantry is the brainchild of Food Lion, who wants to start food pantries at every major university in the nation. The RamPantry in turn passes on any unused bread to the feeding program at Grace & Holy Trinity Episcopal Church. As you can see, it's all about playing it forward and helping each other. The volunteers do everything possible to ensure that the bread is distributed where it will be used and does not go to waste.

The following people have participated in the collection and distribution of the bread this past year: Sherry Baxter, Robin O'Neil, Kirk Blandford, Loretta Mountcastle, Sally Watkinson, Tom Barks, Lydia Melton, Pastor Kenny Callaghan, David Holder, Sean Ryan Stephens-Samson, Sharon Dickerson, Linda Ebaugh and Bubba Bruce. The entire mission of the bread ministry would not have been possible without these volunteers. They go to Panera at 9:30pm (winter schedule) and 10:00pm (summer schedule) to pick up bread, return to the church to divide it and bag it for individual use. The bagged bread is then distributed to our partners on Tuesdays, Wednesday and Saturday mornings. This ministry is proud of its dedicated volunteers and thanks them for all they do.

If anyone would like to be a part of this team, please contact Bubba or Sean in the church office.

Bubba Bruce for The Bread Ministry Team

Adult Sunday School Report – 2018

Adult Sunday School – This year the Sunday School class has seen a rise in attendance as well as the continued commitment of the participants to engage, challenge, question, learn, inspire, support, pray and bring wonderful blessings to all involved. Having outgrown the room we often have folks in the doorway participating as well as those who “drop in” because they have heard an interesting topic discussed. Our room max is 12 to 14 and that is really the max as we are a very “tight” group.

A few of the topics we have discussed this year are:

Making Moral Decisions; Is It Ever OK to Lie?; The Weapon of Non-Violence; Should the Ten Commandments Be Placed in Public Buildings; Pentecost and Witnessing to the Holy Spirit; Was Our Nation Founded as a Christian Nation; The Separation of Church and State; A Study of Other Denominations and What They Believe; and a 2 month study of the Virgin Mary.

We continue to grow in our faith and seek to learn more about God and each other. Constantly praying for each other and sharing the challenges of life.

Our future includes a move to the newly renovated meeting space next door that will accommodate a much larger group for anyone who wishes to join our rather “non-traditional” Adult Sunday School group.

Line Dancing Ministry Report – 2018

Tuesday Night Line Dancing – This ministry has also grown and we continue to be amazed at the generosity of the dancers as they give to the Food Pantry each week. We have donated thousands of dollars to the Food Pantry and to other special ministry events; such as care packages for the homeless, holiday baskets and special needs. In October the dancers donated \$500 in recognition of the newly dedicated Vicky Hester Food Pantry. As always being grateful to Vicky for her dedication to the ministry on Tuesday night and being our partner in this ministry.

On any night you will find dancing, fellowship and sharing. New people are quickly welcomed to the group and told about MCCRVA. So please join us every Tuesday at 8:00 for lessons and at 9:00 for open dancing to practice what you learned and enjoy the fellowship of those gathered.

Blessings,
Carol Anderson

Fine Arts / Music Ministry Report – 2018

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, Sean Stephens-Sampson

This year continues to be one filled with accomplishments and challenges. We are blessed to have a skilled musician in Macon Mann as well as two dedicated percussionists, Daniel Burgess and John Pall. We continue to seek consistency in our music and performances as we learn more and more how to work together successfully.

We have provided music each week through congregational music and choral music provided by The Spirits of Joy or The Voice of Praise (under the direction of Ron Guiles).

We have also been included in (too) many memorial services this year, performed for the church anniversary, and have been asked to participate in an upcoming Diversity Thrift celebration.

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 2018:

- The numbers in The Spirits of Joy and The Voices of Praise have remained consistent and we continue to seek ways to grow the group.
- We have provided music for each Sunday service.
- We are rehearsing for our annual Christmas Extravaganza.
- We have provided music for several special events.
- Hand Bell Choir was organized and continues to thrive under the direction of Pastor Kenny Callaghan.
- Included the Boot Scootin' Believers in the Christmas Extravaganza.

Goals for next year include:

- Continue to build the Spirits of Joy and the Voices of Praise in both quality and quantity of participation.
- Improve the sound system!
- Provide additional opportunities for "Special Gifts."

Ginny Loving
Music Director

The Creation of the New MCC Richmond Community Center

Last summer, Pastor Kenny was approached by an anonymous donor, asking what they could do by way of a financial donation, to help MCC Richmond in our efforts to provide ministry and service to our community. Needless to say, this was very exciting and we began to dream. We immediately thought about what the impact of upgrading parts of our facility could have. We have long been hindered by a lack of flexible meeting space and after twenty plus years of being in the building, we might finally be able to address the renovation of the bathrooms. Also, in anticipation of expanded church growth and ministry, a new re-organized more efficient kitchen could be created. We knew that we needed to get an idea of what the costs might be. Several weeks later a team was formed to identify and prioritize our needs consisting of Pastor Kenny, Kirk Blandford, Ginny Loving, Les Quintana, Joy Whitenack, Ricki King and myself. From field measurements and using input from the team, I created preliminary design drawings for the renovations. After the team reviewed and approved the plans, I then completed the drawings to a point where contractors could give us cost estimates. As we became aware of how much money it was going to take for us to 'dream big', this information was communicated to our donor. It was then that Pastor Kenny and the Board of Directors learned that MCCR was about to receive an extraordinary gift. Our donor was prepared to give us 200,000 dollars! We couldn't believe it. We were overwhelmed, overjoyed, and profoundly grateful for this unbelievable generosity, this amazing blessing!

Ultimately, we decided that we would focus first on the renovations to the parish house, envisioning it as a new 'community center', and later we would mount a capital campaign to take care of the renovation and refurbishing of the sanctuary building. The new community center would have a bright new multipurpose meeting space downstairs and the church office would have a more efficient layout, with built-in work surfaces. The upstairs was envisioned as a living space to house families temporarily in need (an idea that we later had to abandon due to city code requirements. The final design creates a larger multi-purpose space with a kitchen up front and a smaller meeting space or office at the back).

The following timeline reflects our progress to date:

- | | |
|------------------------|---|
| November (2017) | The team meets and approves the renovation drawings. Pastor Kenny and I begin to identify potential contractors who might be capable and interested in the project. (Ultimately, five contractors are considered.) |
| December | Tours of the facility are given with interested contractors and drawings are distributed for estimating purposes. |
| January (2018) | Additional contractors are invited to submit estimates. Plans are made to announce the gift and renovations to the congregation at the upcoming congregational meeting to elect a new treasurer. |
| February | Estimates are received and references of the top two contractor candidates are checked. More details are added to the design drawings toward creating the construction drawing set. |
| March | The gift and renovation plans are announced to the congregation. Wateredge Construction is selected as the contractor and a contract is signed. Demolition begins as city permits are applied for. |
| April | A month long negotiation with the Richmond City Planning and Review Office, as well as the Architectural Review Board, results in many drawing revisions. A decision is made to give up the building use designation of residential/ business to just business, to avoid building a costly fire-rated stair enclosure or installing a fire sprinkler system throughout. |
| May | City permits are finally granted! Demo is complete and new interior walls are built. |

- June** Volunteers clear out the former kitchen area and counter's office. After the kitchen ceiling is removed, it is discovered that the upstairs bathroom floor joists have deteriorated and need to be replaced. During these repairs, it is revealed that the main waterline into the building is cracked and leaking. The water is shut off to the building. The bathroom floor is removed and the damaged floor joists replaced.
- July** The location of the electric meter on the back of the house is adjusted by Va. Dominion Power to allow for the installation of the new French doors and transoms.
- August** Additional drawings for new plumbing are required by the city. Because of the new building use designation, the city requires us to add a mop sink, a back flow preventer, and an ADA compliant drinking fountain. The decision is made to replace the old oil burning boiler with a gas-fired boiler. Weekly meetings begin with Pastor Kenny and me and the contractor. The french doors and transoms are installed.
- September** Inspections by the city are complete and the drywall is installed. Volunteers clear out the front office and pack up Pastor Kenny's office. The City of Richmond replaces the water line from the street to our water meter and the contractor replaces the water line coming into the building. Living Wednesday sessions are dedicated to envisioning possible uses for the new spaces.
- October** Interior trim installation begins. Design drawings for interior cabinetry are submitted for fabrication. Rear deck is re-constructed. All drywall is finished and primed.
- November** Existing floors are patched and ready to be refinished. Interior trim is finished and ready for paint. **Anticipated this month:** All interior and exterior painting is completed and all existing floors are refinished. New flooring is installed in the large multi-purpose room as well as downstairs powder room. New ceramic tile floor is installed in the upstairs bathroom. Front steps and retaining wall are rebuilt. The old oil tank is removed and a new gas line and gas-fired boiler installed. New handrails and steps are installed on the deck. New interior and exterior light fixtures are installed.

And as the excitement and anticipation has grown watching, the renovations take place, our anonymous friend has stepped forward once again.....pledging to match money raised during our capital campaign, dollar-for-dollar up to 100,000 dollars!

What an exciting time this is for our church! It has also been very exciting for me personally to be a part of this process.....

Respectfully submitted by: Chuck Bateman
Director of Facilities

Lay Delegate Report 2017 to 2018

From 2017 to 2018, Shari Drees, Second Lay Delegate, and I accomplished the following:

- Attended Quarterly Network Gatherings in:
 - Fairfax, Virginia
 - Norfolk, Virginia
 - Richmond, Virginia
 - Washington, D.C.
 - Boyd, Maryland
 - Hagerstown, Maryland
- Revised the Conflict Resolution statement.
- Participated in MCC Surveys and Conference Calls.
- Attended People of Color Conference.
- Attended the first Black Pride of Richmond, Virginia.
- Attended Virginia PrideFest in Richmond, Virginia.
- Attended Equality Virginia Commonwealth Dinners.

Felicia Miller
First Lay Delegate

Board of Directors Annual Report – 2018

November 2017

- Les Quintana was re-elected as a member-at-large of Board of Directors at the Annual Congregational Meeting and will continue his current role as Clerk of the Board.
- The Board met briefly to discuss the outline of the proposed building and Parish House renovations and drawings made by Facilities Director Chuck Bateman.

December 2017

- MCC Richmond opened a brokerage account for the handling of stocks that may be given to the church.
- Discussed the resignation of Jay Irvine as office manager and the hiring of Calvin Wills as interim office manager.
- Reviewed World AIDS Service 2017. Pastor Kenny stated 70 people attended on a Friday evening, including at one point new VA Delegate Dawn Adams. Many community groups attended, including a large group from Prime Timers of Central Virginia.
- After receiving input from the congregation, Pastor Kenny stated that the church would hold Christmas Eve Services at 7 PM and 10 PM, and a Christmas Day Service to be held at 10:45 AM with potluck following worship.

January 2018

- Copies of the 2018 Strategic Planning Survey given during the Board meeting. Survey to be sent to the Congregation during Lent.
- Pastor Kenny described the process for hiring the new permanent office administrator.
- Pastor Kenny and Chuck Bateman provided a renovation contractor bid update. The renovation will be done in stages for both the Parish House and the Church itself.
- Held a Leadership Exercise re-visioning the life and Ministry at MCC Richmond.

February 2018

- Discussed the MCC Richmond Conflict resolution and grievance procedures. The Board will continue to discuss these procedures for potential revision and to educate the congregation of the conflict resolution procedures.
- Discussed having a special Memorial Service to honor deceased members and friends of the church especially those whose families have chosen not to have funerals or memorials and/or do not include the church in their services.
- Equality Virginia has agreed to sell the first and the third table at the nonprofit rate of \$900 per table for those wishing to attend the Equality Virginia Commonwealth Dinner to be held on April 14, 2018.
- Discussed the two bids submitted for the upcoming renovations of the church building and Parish House. The Board will decide in a working session, which bid to accept.

March 2018

- The Board discussed the two bids submitted by Notch Above Contracting Services and Wateredge Construction for the renovations of the church building and Parish House.
- Felicia Miller, Director of Policies and Procedures related that it is time to revise and amend the current policy procedures and stated she has been working with George Floyd of Strategic Planning, reviewing the 2005 manual and 2011 amendments to the procedures. Many of the procedures were handwritten with no actual dates as to when the procedures were actually enacted.
- The church office continues to run efficiently as Sean Stephens-Sampson has stepped in as interim office administrator. Sean's worked hours will be Tuesday thru Thursday 10 am to 2 PM.

April 2018

- Approved request by Ricki King, head of the 40th Anniversary Committee for \$1500 payment to secure the venue for the Anniversary Dinner to be held June 2, 2018.

- Vice Moderator Cheezi Farmer advised she has transferred all financial information to the newly elected permanent Treasurer Derek Carr.
- Pastor Kenny advised there had been noise complaints from the neighbors regarding the Narcotics Anonymous meetings held on Friday evenings. Pastor Kenny has advised NA leadership to address the issue or find a new meeting space.

May 2018

- MCC Richmond is participating in the 50/50 UFMCC Anniversary Donation \$50 for 50 years to support the UFMCC anniversary.
- Pastor Kenny reported that MCC Richmond is collaborating with Sola Caritas, an emerging church, in Cincinnati, OH. The pastor there is a former Lutheran pastor. 1.5% of MCC Richmond's UFMCC tithe has been designated to help fund Sola Caritas.
- Cheezi Farmer advised the Board of the inaugural Richmond Black Pride Celebration to be held July 20-22, 2018 at Diversity Richmond voted to allocate money for MCC to be represented as a vendor on July 21 during Black Pride's Day of Purpose.

June 2018

- John Poarch suggested having wine served as an option during Communion and the Pastor and Vice Moderator will discuss procedure to implement during services.
- Renovations in the Parish House are well underway. Most of the demolition is complete. The contractor pointed out that the bathroom upstairs needed fixing and this was the right time to do it, while other repairs were being completed. The contractors stated that much of the structure was in decent shape and most of the repairs were cosmetic. The Parish House will have more open space for meetings.
- Discussed the 40th Anniversary Dinner, silent auction and service. Silent auction raised a substantial amount of money. Compliments on the dinner and the venue and for Ricki King putting together the event with finesse and style. Pastor Kenny also mentioned the energy of those present whether dancing or reconnecting; according to him much healing also took place with folks who have not been at the church for a while or attended church events.

July 2018

- The Capital Campaign Team is now in place. Kirk Blanford will assist this team with his financial expertise. An anonymous donor has put a \$100,000 match donation challenge.
- Options are being explored for congregants to pay tithes and other contributions using a credit card system. Kirk Blanford and John Pall are talking to Credit Card Solutions to see what type of technology will be useful.
- First Lay Delegate Felicia Miller explored options on how to get as many congregants as possible to attend the 2019 UFMCC general conference, getting possible deals with hotels and airlines and possibly renting a van. "Noisy offerings" will be held at church to raise funds for the conference.

August 2018

- Treasurer Derek Carr made a presentation about online Credit Card Giving. He along with John Pall have been checking ways to enhance giving with credit cards. They researched three companies and their advantages in use and the transaction fees they charge. Congregants would be given the option to tithe or donate using their cards during the offering. Derek also proposed continued use and enhancements on the church website to encourage credit card use.
- Pastor Kenny and Cheezi discussed giving the option of wine or juice during Communion. He suggested having the wine and juice be of different colors to distinguish them. Pastor suggested beginning the practice on October 7, 2019, which is UFMCC Fellowship Sunday and World Wide Communion Sunday.
- Kirk Blanford presented The Capital Campaign Plan. He outlined the various needs that the church building and the Parish House have in terms of renovations and what ministries would benefit from them. An anonymous donor gave a challenge grant of \$100,000. The team's target is to have \$200,000 by the MCC Richmond congregation and friends for a total of \$300,000. The \$100,000 Challenge Grant expires January 1, 2019. Capital Campaign pledges can be fulfilled over a 40-month period. The Capital Campaign Team plans to start with a silent phase speaking to major donors and then rollout the plan to the Congregation beginning in October 2018.

September 2018

- The Annual Giving Campaign will start on October 7 celebrating 50 years of UFMCC and 40 years of MCC Richmond. The goal of the Annual Giving Campaign will be to increase pledges from the 66 pledges given in 2017. The Capital Campaign will start on the same date. The theme for the Capital Campaign will be “Can You Imagine?” Donors may contribute to the Capital Campaign over a 4-year period.

October 2018

- The Board voted to rename the Parish House. The new name will be the MCCR Community Center.
- Voted to switch worker’s compensation coverage to Guide One Insurance to insure both the church building and the community center.
- Voted to have Kirk Blandford, CPA, and CFO of the American Civil War Museum as a mentor to the Treasurer and Church Bookkeeper Mark James in utilizing QuickBooks to revise financials and set up new church accounts.

Respectfully submitted November 18, 2018 by Les Quintana, Clerk of the Board of Directors

Elections

Stewardship through Time & Talent of Leaders

Nominating Committee Procedure

Purpose:

To establish the framework and procedures for the creation and continued service of a Nominating Committee to serve as the duly elected body charged with the recruitment, solicitation, qualification, and presentation of candidates for election and appointment to the Board of Directors and Lay Delegates (including all members of the Board of Directors with the exception of the Pastor).

Composition: The Nominating Committee shall be composed of five members in good standing¹ of MCC Richmond.

Election: The initial election of members to the Nominating Committee shall be at a Special Congregational Meeting². Nominees for the Nominating Committee shall be **ALL** members in good standing of MCCR who receive seconds from the floor during the Special Congregation Meeting and who agree to serve if elected. Election shall be by approval of more than fifty percent (50%) of those members present and voting. Voting shall be by secret ballot. Subsequent elections of Nominating Committee Members shall occur during the November Congregational Meeting and shall be as described above.

Terms of Service: The initial elected members of the Nominating Committee shall serve for one-year, and two-year terms as determined by vote of the members of the Nominating Committee itself in the initial meeting. Two members shall serve one-year terms, and three members shall serve two-year terms. As members' terms expire, positions shall be filled by election as described above. All subsequently elected members of the Committee shall serve two-year terms. Unexpected vacancies shall be filled by appointment of the Board of Directors until the next regularly scheduled Congregational Meeting in which elections can occur. The Nominating Committee shall elect a Moderator from among its members.

Qualifications: Members of the Nominating Committee shall be Members in good standing of MCCR³.

Responsibilities: The Nominating Committee shall be familiar with the duties of the Board of Directors and Lay Delegates, and shall actively recruit individuals for candidacy for the Board of Directors and Lay Delegates. Prior to the November Congregational meeting, the Nominating Committee shall provide the congregation with a list of candidates whom they have certified eligible as per the bylaws and who are willing to serve if elected;

Criteria for Membership – Any baptized Christian who has completed a membership class may become a Member by participating in the Rite of Membership. A Member in good standing is a Member who registers his/her attendance, provides identifiable financial support, makes a definite service contribution, and demonstrates interest and loyalty.

Qualifications – Members of the Board of Directors and Lay Delegates must be Members in good standing of Metropolitan Community Church of Richmond for at least one (1) year.

Conflict of Interest – More than one person from a household, family, or committed relationship; someone who is a church employee; or someone who is a Clergy Candidate shall not be eligible to serve on the Board of Directors.

Additionally, The Nominating Committee shall report to the Board of Directors a list of qualified members seeking election to the Board of Directors and Lay Delegation, no less than one month prior to the Annual Congregational Meeting. This will allow the congregation time to familiarize themselves with the candidates, and the clerk time to prepare the official notice and meeting packet to include the candidate's responses to the Nomination Questionnaire. The Nominating Committee shall provide the BOD with a list of candidates for appointed positions as they become vacant.

¹ In accordance with Article IV Bylaws MCC Richmond 11/16/03.

² In accordance with Article V Bylaws MCC Richmond 11/16/03

³ In accordance with IV Bylaws MCC Richmond 11/16/03.

Appeal Process: There shall be a process for members to appeal a decision of the committee to the Conflict Resolution Team.

Removal/Discipline: The church cannot condone disloyalty, unbecoming conduct or dereliction of duty on the part of any member of the Nominating Committee; therefore the Nominating Committee may remove by majority vote any member guilty of such. A petition submitted to the Clerk of the Board of Directors and signed by twenty-five percent (25%) of the Members in good standing of the congregation may also initiate removal. The right to appeal removal shall be in accordance with Article VI, J, 1 of the By-laws. All members of the Nominating Committee shall be required to sign a confidentiality statement prior to the initiation of their term of service.

Presentation of Candidates for Election to the Board of Directors

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

Board of Directors Candidates:

Shari Drees
George Floyd
Joseph Gottlich

Respectfully submitted,
MCC Richmond Nominating Committee
Carol Anderson (Chair), Nancy (Tigger) Grosvenor, Alan Crumpler, and John Porch

Shari Drees

Shari Drees
9101 Spyglass Hill Ter
Chesterfield, VA 23832

November 1, 2018

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

Dear Carol:

I am honored to submit my application to join the MCC Richmond Board of Directors as Vice-Moderator. I humbly request your consideration of my experience and dedication to MCC.

Personal History

I have served the LGBT community on the Equality Virginia Board of Directors since July of 2014. I was elected to the Executive Committee in June 2016 and re-elected in June 2018.

In 2016 I joined the Chesterfield County Democratic Committee and currently serve on a team working on an update to the committee's by-laws.

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

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

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

Vision for MCC Richmond

MCC Richmond is a special place with extraordinary people. I think that we can build upon what we've accomplished as a central resource to the Richmond LGBT community. I would like to see us become a "hub" for social service activities.

Ministry Participation at MCC Richmond

- Community Connections and Networking Ministry
- Usher
- Interim Clerk of the Board of Directors
- Giving Campaign Committee (2016)

November 18, 2018

- 2nd Lay Delegate (current)
- Strategic Planning Team (current)

Related Skills and Experience

My leadership style is grounded in coaching and consensus building. I love to see people succeed. I have good organization, communication, problem solving, continuous improvement, and functional MS Word, Excel and Powerpoint skills. I had a reputation for attention to detail and adherence to policies.

I am very comfortable interacting with community leaders and political figures.

Summary and Personal Request

I have related many times the tremendous impact MCC Richmond has had on my life. In many ways, the person I am today, the work that I do for our community, my reputation and socialization, all stem from my time as a member of our church.

For your prayerful consideration.

Sincerely,

Shari Drees

George Floyd

Metropolitan Community Church of Richmond Board of Directors Nomination Questionnaire for 2018 George D. Floyd

Personal History:

I was born on October 14, 1955 in the Hospital of the Good Samaritan, Los Angeles, California. I am the youngest son of Gordon and Mildred Robbins. I have two brothers; Gordon and Doug and together we all moved to Maine before my first birthday. My parents divorced when I was still quite young. My mother remarried to the man whom I call my father George Floyd. He adopted all three of us and we took the Floyd name. My father worked for American Optical Co., setting up new stores for the company. This required that he would be moving to different locations around the country. In 1963 my father was transferred to Rocky Mount, NC where I was later baptized Southern Baptist. We continued to live there until 1970 when my father was transferred here, to Richmond, VA. When I was 18, my parents moved again, this time to Columbia, SC. When they left Richmond, I stayed behind to make this my home. After high school I worked in the restaurant business and always had a dream to own my own restaurant one day. By the age of thirty four I was burned out of doing that line of work so I went back to school. I sought a degree in medical billing at ECPI and before graduation went to work for Medical Practice Management (MPM). I knew that one day I would fulfill another dream and work for MCV. The rotating aircraft warning light on top of the Old West Hospital was a compelling symbol and landmark of this city.

I met David Wilson at a cook-out on Labor Day 2000. We discovered that we had known of each other for years through my brother Doug, but never actually met. We shared West Wing date nights at first then moved in together. After sharing some of my MPM work with him, he introduced me to some of his friends including Betsy who opened the doors to working at MCV Associated Physicians, where I have been for almost eighteen years. He was also a member of MCC Richmond and invited me to come and check it out. I became a member in 2001 and some including me, wondered what took me so long to show up, because I knew of MCC when it was founded by my dear friends Boots and Francis. I am not really sure what held me back; maybe it was my Southern Baptist background or maybe the fear that I wouldn't fit in. It did not take long to realize that I do fit in and that I had found my spiritual home and have met some incredible people from all walks of life.

My history would not be complete if I did not mention my partners in this journey, my alter ego, Joanna Powers, who helped me, see the world beyond the reflection in the mirror and opened doors and opportunities I could not dream were even possible. Also I must mention my loving husband David Wilson and our K-9 daughter Sadie Ride; my brother Doug and the rest of my family in NC, and my MCCR family, thank God for all of you. I love you all so much.

Ministry Experience:

I am thankful that you have given me the opportunity to serve this community of faith: First as a greeter, reader and usher. I have served as a long term member of the Hospitality Team with Bubba Bruce for more years than I can remember; to also provide for special gatherings at our home in support of MCC Richmond. I served on the 25th Silver Anniversary Team in multiple rolls including serenading the Founder, Rev. Elder Troy Perry and on the Board's Strategic Planning Team in 2007-2008. I once again have been humbled and honored to serve on our Strategic Planning Team with a group of gifted leaders. What a blessing it has been and the best part is yet to come. I am honored to have participated in many church fundraising events and humbled to have organized, produced and hosted many other fundraiser and community events with my husband David, whom together makes up DRW/JP Productions.

Vision for MCC Richmond:

MCC Richmond has been my spiritual home. It's been the light that has allowed me to see my whole-self, as a humble servant to a gracious life giving God. We have been on an amazing journey together, our own renewal, claiming our new vision, mission and core-values. It is time to move forward on this mission and vision to share God's Love with All people. Those who have been abused, discarded, excluded, marginalized and oppressed need to share in this great promise, 'All are Welcome.' Each person is called as one with and in

God's Beloved Family, and to feast at God's Table. When we allow ourselves to see the beauty that is in each other's face, we will behold God's presence in each other and in ourselves. We are engaged in a struggle for equality and liberation, so we must learn and teach others how to be in loving and respectful relationships. My passion for people will enhance my capacity to represent you on the Board and in our mission and utilize the tools of our fellowship, to move forward with our global mission: 'Transforming ourselves as we transform the world!' You know me; I'm ready to roll up my sleeves even more with you. Let's keep this going!

Joseph Gottlich

Joseph Gottlich

BOD statement

- I graduated high school in 1995. I attended a couple of years worth of college classes, yet did not attain a degree. However, I turned my attention to working. I've spent most of my life working in manufacturing, attaining supervisory positions along the way.
- My organizational experience is mainly limited to voluntary participation of committee groups at my places of employment. These include safety committees; by providing skills of identification of issues, thoughtful cooperative discussion, seeking ways to compromise, and when necessary, taking minutes. I also spent approximately five years providing assistance to my grandmother; providing organizational help in managing her bills, housework, appointments, other daily activities, and home maintenance.
- I don't know if I have truly achieved outstanding accomplishments, I believe that is still yet to come. But, so far, I'm proud to have been able to take a largely *written off* shift and turn it into one of the best crews in the company. That takes more than just babysitting and ordering people around. It takes organizational forethought and planning, as well as counseling and mentoring of those whom I supervise, in order for them to achieve their best.
- My vision for MCC Richmond is two tiered. First, starting with myself, I want to provide organizational support for other members of the BOD by assisting in their endeavors. As well, I want to help support the church community; whether that's providing help with their outreach projects, or providing emotional support from spiritual care to just being a soundingboard. This all leads to, secondly, the whole MCC Richmond membership continuing and expanding community outreach.
- Throughout the year+ that I have attended MCC Richmond, there has been one constant I've witnessed, community support. And, I have come to recognize within myself, that is something extremely important. We, as a people, are stronger when we support each other along the way. When I was able to attend Living Wednesdays, I found absolute joy in making luncheon bags, the little paper stockings, Easter bags, and etc for those in need. I got that joy because these items were going to bring joy to others. I hope to be able to find a new ministry to bring that support and joy to more people. In addition, to champion my own concept of an outreach ministry, the Community Care Garden.
- I don't have particular calling to one position or another. I am confident that if things are meant to be, they will fall into place, and I will be able to take my abilities and skills to rise to the challenge

Thank you for your time and patience. I hope I've been able to answer any questions Nominating Committee had.

Your humble servant,
Joseph Gottlich

Presentation of Candidates for Election of Alternate Lay Delegate

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

Board of Directors Candidates:

Shari Drees
George Floyd
Joseph Gottlich

Respectfully submitted,
MCC Richmond Nominating Committee
Carol Anderson (Chair), Nancy (Tigger) Grosvenor, Alan Crumpler, and John Porch

David Wilson

HISTORY:

I was born on Dec.22, 1956, in Queens, N.Y. christened a Catholic, and moved to Richmond, Va., in 1959 with my parents; the late Ryle and Sylvia Wilson, and sister, Diane. My brother Mark was born here in 1961. We were placed in foster care in 1964-1965, during our parents' separation and divorce. We lived with our father from 1965-1969, and returned to NYC in July, 1969 to live with our mother until mid-December, 1972, I attended JHS 210 and Brooklyn Technical High School. It was during this time that our Catholic education continued, and we were confirmed. We moved back with our father to live with his new family, and new half brother, Erik. During this period, I met a true man of God, and learned of being in direct relationship with Jesus, and thus was baptized Southern Baptist. I graduated from Clover Hill High School where I was one of the founding members of the SCA (Student Council), and served as its first Vice President and second President.

I enlisted in the US Army in the summer of '75, and was awarded 'Distinguished Honor Graduate of the Cycle' upon graduation as a PFC. I continued my active duty thru '78, achieved the rank of Sergeant and was awarded 'Distinguished Member of the USAE Race Relations Council.' I ETSed and returned to NYC, where I "came out", worked in the entertainment industry; on radio, in clubs and cable TV. I left New York in the summer of '81 and returned to Richmond, to work for my father's construction business and go back to school to pursue a Drafting & Design, and Construction Management Degree. I served the J Sergeant Reynolds Community College Student Government as its President. I have worked in the landscaping industry for 35 years, own my own business, and have won multiple awards.

I started attending MCCR in 1998, and became a member in 2000, after going through a difficult period in my life. I met George, my devoted husband that same year, after we both had gone through long term dysfunctional relationships. I have been blessed by faithful friends and family, and I strive to give back to this church and community by service to both. I have served MCC locally in many ways including on the Board of Directors and as Second Lay Delegate, and in the MCC Eastern USA Network, as Co-Lead. I have served the Richmond Pride Coalition as its President and continue to support EV and Diversity Richmond. I thank God for all who have given incredible love and support. I continue to bear witness and bring action to our global MCC movement, "Transforming ourselves as we transform the world."

Vision:

MCC Richmond has been my spiritual home. It's been the light that has allowed me to see my whole-self, as a humble servant to a gracious life giving and sustaining God. We have been on an amazing journey together. During this time of revelation, we as a community gathered in and of faith, should be as one body seeking to emerge into our calling, our renewal; claiming our vision, mission and core-values. It is time to move forward on our mission to share God's (Unconditional) Love for All People. Those who have been abused, bullied, discarded, excluded, marginalized and oppressed need to share in this great promise. Each is always invited to join us in God's House, and feast at God's Table. When we are able to see the beauty that is in each other's face, we will behold God's presence in each other's body and spirit. What do we want to be known for in the greater community? Maybe a new vision, **MCC Richmond- Revealing the image of God in everyone!** We are engaged in a struggle for equality, liberation and truth, so we must learn and teach ourselves and others how to be in loving and respectful relationships. It is time to re-claim our place in God's beloved family. My passion for in-reach as well as outreach will enhance my capacity to represent you as your Alternate Lay Delegate, and utilize the tools of our fellowship, network, and broader community, to move forward with our calling. People are watching us MCCRVA, I want to help them see us as a healing balm in this hurting world.

Ministry:

I am thankful that you have given me the opportunity to serve as Vice Moderator, Acting-Treasurer, First Lay Delegate, and Clerk of the Board of Directors, to serve on the Pastoral Search Team twice, to Celebrate and Serve Communion, to listen and to voice your concerns as your Second Lay Delegate, and to build strong bonds and friendships. I am also happy to have been able to share myself and many of my gifts with MCC Richmond; organizing many special events including; producing and hosting fundraiser events, greeting you Sunday mornings, reading scripture, working the sound system and participating in worship in many other ways. I've been happy to contribute and support the restoration and development of the church

facilities. I look forward to continue serving you on this new journey in ministry together. MCC is increasingly known as 'The Human Rights Church,' around the world by standing up to injustice. As a global movement, we here in Richmond have had a global impact as well, by financing and empowering an energetic young leader, who went on to challenge all of Eastern Europe, by liberating Rainbow people, and leading them out into emerging faith communities. We have been a 'teaching church,' empowering and mentoring many into ordained ministry. We have participated in network gatherings to provide resources to our and other local congregations. I humbly accepted an appointment to the Eastern Network Leadership Team to strengthen our presence in the fellowship through this work. Locally, I want to raise my voice with the growing chorus of activists challenging inequality and social injustices, like we have done with marriage equality and other grass roots movements. My many experiences of heading and managing other organizations, has taught me valuable skills in recruiting resources to accomplish goals. I like to get things done, so sometimes I do speak with my loud voice. I intend to continue to reach out into the community and develop new resources that will be valuable to MCC Richmond and vice versa, raising the torch of liberation for the human condition. I ask for your trust and support to serve and represent you as needed. Anything worth doing is worth the time and energy it takes to do well, I will continue to give both. We are celebrating 50 years of global ministry and are ready to be the light of hope and continue to be MCC!

Prayer: "God grant me the serenity to accept the things I can not change, grant me the courage to change the things I can, and the wisdom to know the difference." - Amen

Financial Documents

*Stewardship through
Giving of Treasure*

Balance Sheet as of October 30, 2018

Proposed Budget for Fiscal Year 2019

Metropolitan Community Church of Richmond
Balance Sheet
 As of October 31, 2018

	Oct 31, 18
ASSETS	
Current Assets	
Checking/Savings	
10000 - Wellsfargo-Operating	23,223.98
10200 - Building Fund Accounts	
10201 - Renovation Acct - Union Bank	43,382.63
Total 10200 - Building Fund Accounts	43,382.63
10300 - Designated Fund Account	10,400.18
10400 - Online Fund Accounts	
10410 - Online Checking - Wellsfargo	5,452.24
10420 - Online Savings - Wellsfargo	525.87
Total 10400 - Online Fund Accounts	5,978.11
Total Checking/Savings	82,984.90
Total Current Assets	82,984.90
Fixed Assets	
11700 - Land & Building	
11710 - Building-2501 & 2503 Park Ave	119,000.00
11715 - Buiding Improvements	148,251.00
Total 11700 - Land & Building	267,251.00
Total Fixed Assets	267,251.00
TOTAL ASSETS	350,235.90
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
20000 - Accounts Payable	-3,608.38
Total Accounts Payable	-3,608.38
Other Current Liabilities	
20500 - Special Collections Payable	540.00
Total Other Current Liabilities	540.00
Total Current Liabilities	-3,068.38
Long Term Liabilities	
25200 - Mortgage - Union Bank & Trust	112,874.55
Total Long Term Liabilities	112,874.55
Total Liabilities	109,806.17
Equity	
30000 - Opening Balance Equity	184,624.54
32000 - Unrestricted Net Assets	193,955.50
Net Income	-138,150.31
Total Equity	240,429.73
TOTAL LIABILITIES & EQUITY	350,235.90

	2017 Budget	2018 Budget	2018 as of 9/30/18	Projected 2018	2019 Budget
40000	General Fund Income	\$ 140,000.00	\$ 146,000.00	\$ 121,828.47	\$ 158,349.96
41000	Contributions Unrestricted	\$ 140,000.00	\$ 146,000.00	\$ 115,127.47	\$ 150,525.96
41100	Regular Offerings	\$ 132,000.00	\$ 138,000.00	\$ 100,645.12	\$ 134,193.49
41500	Fund Raising - Undesignated	\$ 6,000.00	\$ 6,000.00	\$ 4,782.14	\$ 6,376.19
41700	Special Events	\$ 1,500.00	\$ 1,500.00	\$ 8,932.00	\$ 9,851.50
41800	Building Fees Collected	\$ 500.00	\$ 500.00	\$ 749.00	\$ 998.67
41900	Other Undesignated			\$ 19.21	\$ 25.61
43000	Building Fund Income	\$ -	\$ -	\$ 6,701.00	\$ 7,824.00
43100	Building Fund Contributions			\$ 3,369.00	\$ 4,492.00
				\$ -	\$ -
70000	General Fund Expenses	\$ 158,732.00	\$ 161,708.00	\$ 116,050.13	\$ 154,733.51
71000	Admin Expenses	\$ 1,590.00	\$ 1,544.00	\$ 691.96	\$ 922.61
71100	Bank Fees	\$ 144.00	\$ 100.00	\$ 15.00	\$ 20.00
71200	Background Check	\$ 75.00	\$ 75.00	\$ 22.86	\$ 30.48
71300	Payroll Service	\$ 871.00	\$ 869.00	\$ 654.10	\$ 872.13
71500	Admin Misc Expense	\$ 500.00	\$ 500.00	\$ -	\$ -
72000	Pastor Expenses	\$ 50,037.00	\$ 51,932.00	\$ 37,496.76	\$ 49,995.68
72100	Pastor Salary	\$ 25,210.00	\$ 21,114.00	\$ 15,835.50	\$ 21,114.00
72200	Pastor Housing Allowance	\$ 20,000.00	\$ 25,000.00	\$ 18,750.52	\$ 25,000.69
72300	Pastor Health Insurance	\$ 2,077.00	\$ 2,968.00	\$ 2,830.19	\$ 3,773.59
72400	Pastor - Church Retirement Contribution	\$ 1,200.00	\$ 1,200.00	\$ -	\$ -
72500	Pastor Fellowship Expense		\$ 100.00	\$ -	\$ -
72600	Pastor General Conference	\$ 1,000.00	\$ 1,000.00	\$ -	\$ 1,500.00
72700	Pastor Continuing Education	\$ 250.00	\$ 250.00	\$ -	\$ 250.00
72900	Pastor Other [Clergy License]	\$ 300.00	\$ 300.00	\$ 80.55	\$ 107.40
73000	UFMCC Expenses	\$ 8,325.00	\$ 9,345.00	\$ 7,005.00	\$ 9,340.00
73100	Fellowship Tithes	\$ 7,200.00	\$ 8,220.00	\$ 5,880.00	\$ 7,840.00
73200	Fellowship Pension Expenses	\$ 1,125.00	\$ 1,125.00	\$ 1,125.00	\$ 1,500.00
74000	Church Office Expenses	\$ 20,736.00	\$ 20,454.00	\$ 13,247.15	\$ 17,662.87
74100	Office Assistant	\$ 10,747.00	\$ 10,763.00	\$ 7,180.11	\$ 9,573.48
74200	Copy Paper	\$ 300.00	\$ 300.00	\$ 52.40	\$ 69.87
74300	Office Supplies	\$ 300.00	\$ 500.00	\$ 53.36	\$ 71.15
74400	Postage	\$ 376.00	\$ 376.00	\$ 160.00	\$ 213.33

	2017 Budget	2018 Budget	2018 as of 9/30/18	Projected 2018	2019 Budget	
74500	Internet Expense	\$ 5,313.00	\$ 4,140.00	\$ 2,271.40	\$ 3,028.53	\$ 4,000.00
74600	Copier Expense	\$ 3,200.00	\$ 3,795.00	\$ 3,267.79	\$ 4,357.05	\$ 4,500.00
74700	Drinking Water	\$ 200.00	\$ 280.00	\$ 203.75	\$ 271.67	\$ 280.00
74900	Office Expense Misc	\$ 300.00	\$ 300.00	\$ -	\$ -	\$ -
New	Retired Sexton Housing Allowance					\$ 2,400.00
75000	Building Expense					
75100	Building Operating Expense	\$ 30,063.00	\$ 33,239.00	\$ 26,229.03	\$ 34,972.04	\$ 32,220.00
75110	Mortgage Interest	\$ 19,222.00	\$ 19,220.00	\$ 14,414.85	\$ 19,219.80	\$ 19,220.00
75130	Insurance & Workers Comp	\$ 5,142.00	\$ 5,387.00	\$ 4,053.75	\$ 5,405.00	\$ 5,500.00
75140	Building Maintenance	\$ 5,699.00	\$ 8,632.00	\$ 7,760.43	\$ 10,347.24	\$ 7,500.00
75200	Utilities	\$ 23,299.00	\$ 19,291.00	\$ 13,623.44	\$ 18,164.59	\$ 19,995.00
75220	Electric	\$ 7,963.00	\$ 8,538.00	\$ 5,063.74	\$ 6,751.65	\$ 8,495.00
75221	Electric - Church	\$ 5,538.00	\$ 6,043.00	\$ 4,496.68	\$ 5,995.57	\$ 6,000.00
75222	Electric Parish House	\$ 2,425.00	\$ 2,495.00	\$ 567.06	\$ 756.08	\$ 2,495.00
75230	Oil	\$ 3,000.00	\$ 3,000.00	\$ 2,143.25	\$ 2,857.67	\$ -
75232	Oil - Parish House	\$ 3,000.00	\$ 3,000.00	\$ 2,143.25	\$ 2,857.67	\$ -
75240	Gas/Water	\$ 12,336.00	\$ 7,753.00	\$ 6,416.45	\$ 8,555.27	\$ 11,500.00
75241	Gas/Water - Church	\$ 10,400.00	\$ 5,429.00	\$ 5,500.37	\$ 7,333.83	\$ 8,500.00
75242	Gas/Water - Parish House	\$ 1,936.00	\$ 2,324.00	\$ 916.08	\$ 1,221.44	\$ 5,300.00
76000	Worship & Ministry	\$ 3,750.00	\$ 5,150.00	\$ 3,417.34	\$ 4,556.45	\$ 5,800.00
75300	Ministry of Genrosity	\$ 200.00	\$ 200.00	\$ -	\$ -	\$ -
76100	Ministry of Care	\$ 100.00	\$ 100.00	\$ 113.94	\$ 151.92	\$ 200.00
76200	Ministry of Involvement	\$ 350.00	\$ 350.00	\$ 430.66	\$ 574.21	\$ 400.00
76300	Worship	\$ 750.00	\$ 1,000.00	\$ 700.25	\$ 933.67	\$ 1,000.00
76400	Hospitality	\$ 650.00	\$ 1,800.00	\$ 1,915.11	\$ 2,553.48	\$ 2,500.00
76450	Special Social Events			\$ 207.38	\$ 276.51	\$ -
76500	Small Groups	\$ 400.00	\$ 400.00	\$ -	\$ -	\$ 400.00
76700	Youth Ministry	\$ 200.00	\$ 200.00	\$ -	\$ -	\$ 200.00
76800	Communication & Publicity	\$ 1,100.00	\$ 1,100.00	\$ 50.00	\$ 66.67	\$ 1,100.00
77000	Fine Arts & Community					
77100	Fine Arts	\$ 20,357.00	\$ 20,353.00	\$ 14,039.45	\$ 18,719.27	\$ 20,640.00
77110	Music Director	\$ 10,748.00	\$ 10,763.00	\$ 8,060.87	\$ 10,747.83	\$ 10,980.00
77120	Pianist	\$ 7,659.00	\$ 7,720.00	\$ 4,838.41	\$ 6,451.21	\$ 7,875.00

	2017 Budget	2018 Budget	2018 as of 9/30/18	Projected 2018	2019 Budget
77130 Piano Expense	\$ 300.00	\$ 300.00	\$ 200.00	\$ 266.67	\$ 300.00
77140 Choir Expense	\$ 750.00	\$ 750.00	\$ 460.17	\$ 613.56	\$ 750.00
77150 Music Leader - VOP	\$ 800.00	\$ 720.00	\$ 480.00	\$ 640.00	\$ 735.00
77170 Fine Arts Guest	\$ 100.00	\$ 100.00	\$ -	\$ -	\$ -
77300 Community Connection & Networking Ministry	\$ 575.00	\$ 400.00	\$ 300.00	\$ 400.00	\$ 600.00
77310 VA Pride	\$ 300.00	\$ 300.00	\$ 300.00	\$ 400.00	\$ 300.00
TBD Black Pride					\$ 100.00
77320 Health Ministry	\$ 100.00	\$ 100.00	\$ -	\$ -	\$ 200.00

Designated Funds Ministries

	2017 Budget	2018 Budget	2018 as of 9/30/18	Projected 2018	2019 Budget
42100 Designated Funds Regular Offering	\$ -	\$ -	\$ 2,680.00	\$ 3,573.33	\$ 4,500.00
42101 Good Neighbor Fund	\$ -	\$ -	\$ 3,578.00	\$ 4,770.67	\$ 5,000.00
42102 Food Pantry	\$ -	\$ -	\$ -	\$ -	\$ 1,000.00
TBD Pastors Discretionary Fund	\$ -	\$ -	\$ -	\$ -	\$ 1,000.00
TBD Ministry Development Fund	\$ -	\$ -	\$ -	\$ -	\$ 1,000.00

METROPOLITAN COMMUNITY CHURCH OF RICHMOND STAFF

Pastor	Rev. Kenny Callaghan, godguykenny@gmail.com
Volunteer Staff Clergy	Rev. Martha Pittenger, congcaremp@verizon.net Rev. Cheryl Owen-Watson, owenwatson@comcast.net
Office Administrator	Sean Ryan Stephens-Samson, mccrva@outlook.com
Music Director	Ginny Loving, ginlov@aol.com
Voices of Praise Director	Ron Guiles, rg4400@hotmail.com
Accompanist	Macon Mann, mannmr2@vcu.edu

OUR BOARD OF DIRECTORS

Moderator	Rev. Kenny Callaghan, godguykenny@gmail.com
Vice-Moderator	Cheezi Farmer, taz5707@yahoo.com
Facilities Director	Chuck Bateman, bathilldrive@aol.com
Treasurer	Derek Carr, dscarr72@gmail.com
Clerk	Les Quintana, latinles1@msn.com
Strategic Planning	George Floyd, gdfloyd6420@gmail.com
First Lay Delegate & Policies & Procedures	Felicia Miller, lisa543126@gmail.com

OUR VISION

Sharing God's love with ALL people.

OUR MISSION STATEMENT

The mission of metropolitan Community Church of Richmond is to build a strong, nurturing spiritual community that is committed to transforming the lives of all people by promoting personal well-being, spiritual growth, and stewardship.

VISIT us at mccrichmond.org

LIKE us on **Facebook** at: www.facebook.com/MCC.Richmond.Faith.Community

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mccrichmond.tumblr.com

WATCH us on **YouTube** at: www.youtube.com/user/MCCRichmond