



CCC

Annual Report |
2015 | 2016

Christ
Congregational
Church

UNITED CHURCH OF CHRIST

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Reading through this collection of reports gives a glimpse of the vital community that is Christ Congregational Church. Within these pages is a taste of the ministries we engage in as people who worship and serve God together. I hope they will whet your appetite to learn more, to try out a new way to respond to the tremendous blessings of God, and to pray with more specificity for our collective efforts to forge a more just and compassionate world.

2016 marks my fifth year as your Senior Minister. A pastor's life is often a series of interruptions, and as your Senior Minister, I pray for wisdom to use the precious commodity of time as wisely and caringly as possible. Ministry sometimes feels like wonder and amazement and other times travail; sometimes a banquet and other times an empty cup of sacrifice. This past year I have baptized tiny babies who are among God's most precious gifts, attended church school classes to see our students and teachers in action, attended youth events, preached at a Baptist revival, donated blood at Sunday morning CCC blood drives, joined game nights and potlucks, driven to hospitals and homes, mentored students preparing for vocation in ministry, performed weddings, played a stirring duet for the Senior Adult's Spring Fling, celebrated the lives of loved ones who have passed on to live in the spirit of life and love, met wonderful people who are considering church membership, continued our congregation's work with Black Lives Matter, poured over budgets and then poured over them again, provided child care, communicated our social commitments with legislators, shared cups of coffee with conversation at Kaldi's, and talked with many of you about deep spiritual matters. I have preached and taught, counseled and cried, laughed and learned, and showed some budding volleyball skills at our outdoor worship service and picnic last September. And then there are the CCC meetings... always lots of meetings.

In service to the wider church, I continue to serve as a member of the Committee on Church and Ministry for the Potomac Association of the UCC, facilitating the Ecclesiastical Endorsement Sub-committee. Twice a year, I teach Master's Degree students as an adjunct faculty member at Wesley Theological Seminary in Washington, D.C. This year, I also became the president of the Academy of Parish Clergy, an international organization that promotes excellence in ministry.

Christ Congregational Church is a place where all are loved and welcomed to live out their faith in communion with God and one another; a place where I, as your Senior Minister, enjoy great freedom to preach about the intersections of faith and justice. Our commitment to be Christ's church propels us to provide the strongest ministry possible for every age group. Of course, we do this better for some than others. Our consultation with the Center for Progressive Renewal is taking us on

a journey to make some decisions and clarify our values. What is working well? What needs to be strengthened? How can we pass on our faith commitments to those who need to experience the Good News in ways that our congregation can offer well? In the upcoming year, you can expect a vigorous, congregation-wide conversation about identifying our capacity for growth and change and implementing those ideas with courage and curiosity. These will include commitments to deficit-free budgets, streamlined church governance and nominating processes, a strategic staffing plan, a communications plan, member engagement, and adoption of a stewardship and development model that will identify the up-and-coming generation of leaders who will keep CCC going strong for the next generation.

CCC's mission is not only to strengthen our congregation from the inside, but also to share the gospel of love, in word and deed, to our communities. We are taking a strategic look at our mission outreach, both locally and in partnership with others around the world.

For the first time in a while, we enjoyed a stretch of time in which we were fully staffed with no active position searches. I am thankful for the ways in which CCC's staff members each fulfill their call to minister to us. All good things must come to an end, however, as we prepare to say good bye and offer appreciation and gratitude to Dr. Nae Pearson who has given us ten years of enthusiastic and inspiring music ministry. Thanks, Nae, for your passion, creativity, and dedication. We will miss you and we bless you on the next steps of your journey.

I am grateful for the many volunteers it takes to keep CCC's ministries, programs, and boards going strong. For our officers and board members; for our teachers and caregivers; for our money counters and soup-kitchen helpers; for our singers and worship assistants, for our mentors and social witness organizers, for those who arrange the flowers and host those last-minute receptions when I need them; for our painters and gardeners; for our greeters and ushers; for those who offer silent, meaningful acts of service; for those who support this place with your time, treasure, talent, energy, prayer, and love, I am deeply grateful and offer my heartfelt thanks.

Respectfully submitted,



Pastor Matt Braddock
Senior Minister

Rev. Gloria Grant,
Minister for Care
and Community

On the birthday of the church at Pentecost, all of the people gathered together to pray, to study and to support each other during the many joys and trials of life. This is a lot of what I do in my role as Minister for Care and Community and this is what you do as a community of faith.

As you prepare for surgery, I try to be there. As you recuperate and even go into rehab, I journey with you there. If you are confined to your home, I visit you and bring you flowers, the church bulletin and a devotional reading. I try to keep you connected to the church where you have served and grown on your spiritual journey. I listen to your stories and I have especially been delighted to have Ruth Haigh, whom most of you know well, to accompany me as I visit. With Ruth accompanying me, I gain a greater insight into who you are, into what the church used to be like and the role you played. I take birthday cards to Barbara Thorn who sends them to you on behalf of the church. I bring hats and scarves that she knits to Dean Ripple who then takes them to his wife to take to the children's cancer ward at Shady Grove Hospital. As you prepare to transition from this world into the next, I am there and I am there as we memorialize you. I call you to make sure that you are well and to see how we can help you. I pray with and for you. I get to know some of your family members as they visit and worship with you. Each Tuesday afternoon, you will find me at Riderwood where we have a large group of our members residing. Thank you for the time that we share together.

Senior Adults Ministry

Making sure that there are a variety of events and activities for the older adults in our church is what I do with the help of the Senior Adults Ministry under the leadership of Neville and Audrey Platt. This year we instituted the Aging and Spirituality Workshop utilizing our retired pastors. You can see Senior Adult Ministry report to see the many things that we plan throughout the year.

Lay Visitation Ministry

Under the leadership of a sub-committee of the deacons, we are in the process of restructuring the Lay Visitation Ministry of CCC. With the leadership of Jane Anderson, we have made tremendous strides in developing a caring ministry called **Because We Care**. The goal of this ministry is to make sure that all of our members are cared for and not forgotten. This ministry will officially be launched in the fall.

Faith Community Health and Wellness Ministry

On June 19th, we will officially commission the Faith Community Health and Wellness Ministry at CCC. This new ministry is lead by Kerri Hufford, a registered nurse. The mission of this new ministry is to integrate faith and health to provide support for the holistic well-being of the congregation. Under the auspices of the Faith Community Health and Wellness Ministry, we have started a health goals support group. This new group provides support to each other as we try to reach our desired health goals. We are meeting on the second and fourth Sundays of each month.

Bethany Beach Weekend

Last summer I helped to plan our Bethany Beach church weekend. This included planning a movie time for the children, to give their parents a break. I also planned and led a communion service on the beach.

Prayer Shawls

I initiated presenting a prayer shawl to each graduating senior so that they are reminded of the love and care that the members of the congregation has for them. It is hoped that the prayer shawl will bring comfort and warmth as our students pursue a higher education.

Each Sunday I participate in worship and this year planned and carried out a celebration of grandparents day.

I, along with a group of church members, am working on a fall women's retreat. The women of the church are excited about this opportunity to bond, to share, to pray and to be refreshed and renewed.

It is a pleasure to work with and serve you at Christ Congregational Church. I love being your Minister for Care and Community.

Rev. Gloria Grant

- ¹⁹ Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit,
²⁰ and teaching them to obey everything that I have commanded you. And remember, I am with you always, to the end of the age.” Matt 28:19-20 (NRSV)

Rev. Audrey C. Price,
 Director of Christian
 Education

It is hard to believe that I have been with Christ Congregational Church UCC for fifteen months now. While I am aware that the annual report is intended to cover the current fiscal year, I will begin from my start with CCC until the end of this current fiscal year. I had only been with you a few months when last year's annual report was due, so I was counseled to contribute to the Board of Christian Education report last year rather than submit an independent report. However, looking back, I started in the busiest time of the church year and was in the throes of much CE ministry noteworthy of mentioning here.

Highlighted below are several areas of CE ministry at CCC during Feb 2015–May 2016.

Joys

- I am blessed to work with two wonderful co-chairs of the Board of CE, Kristen Brown and Ann Keeler. They have been great conversation partners as we seek a vision for comprehensive CE ministry to meet the spiritual formation needs of all members of CCC. My ongoing mantra, “CE is not just for children!!!”
- Volunteers – I am grateful for the excitement and energy of the many volunteers who have served in CE ministry initiatives. For example, during the Christmas season, Mary Harrill joyously organized a cadre of volunteers to get children—and a few adults—in costume and ready for the Christmas pageant on Christmas Eve. All the success realized over the past fifteen months is attributed to unselfish hours given by volunteers. It is a joy to work with volunteers desiring to serve the church and its mission through Christian Education.
- Staff – I appreciate the ministry of each staff member. Our staff meetings are lively, and we discuss the work and business of the church in a positive environment. I particularly appreciate my fellow Wesley graduates—Dr. Nae Pearson & Rev. Gloria Grant. While we do not speak a common language, our diversity, grounded with our Wesley foundation, births great ideas and camaraderie. In their respective ministries, both have supported CE initiatives. For example, Dr. Nae led the children's moment teaching great liturgical songs, and the senior adults set our eleven tea tables during the Ladies' Spring Tea. Dr. Nae retires from music ministry and CCC this year, and although I have only known and served with him for fifteen months, I will miss his presence and ministerial contributions at CCC.

Rev. Audrey C. Price,
Director of Christian
Education

Challenges

I would be remiss to not mention the challenges over the past fifteen months. Ministry is a journey, and that journey has hills and valleys. There have been many more sunny days and tall hills than valleys. The valleys are worth mentioning for growth going forward. Just as it is affirming and refreshing to reflect on the joys of our common and shared service, it is also instructive and fruitful to reflect on opportunities to serve together in even better ways. The ministry would benefit from clarity of roles between the board and committees and also between volunteers and staff. Lines of accountability and scope of authority are not always clear. Ministry and CE tasks were accomplished, but sometimes at the cost of few. We have yet been able to effectively live into the joint ministry I envision and desire to model.

The Director of Christian Education job is allocated as a part-time, 20 hours per week position; however, the demands and expectations are much greater and exceed this allocation. This is due, in part, to the fact that the ministry of Christian Education covers a substantial area of responsibility. In order to meet the needs of the church, I have frequently exceeded the 20 hours per week to which we have covenanted. However, this is not sustainable, sets unrealistic expectations for the church and commission, and is ultimately not in keeping with the spirit of the covenant. Additionally, this challenge is reality because prior to me joining the CCC staff the specified hours of this position—in the job description—were decreased 35%; however, the job responsibilities were not decreased correlatively.

I end this report with highlights from the outstanding initiatives—some brand new, others ongoing—led and accomplished.

Christian Education Initiatives

Ladies' Spring Tea

On March 12, 2016, we hosted the inaugural Ladies' Spring Tea. We had around 60 ladies in attendance—women, youth and children. The senior adults set tables with their personal tea settings and served as table hostesses. Claire Barry and Kristen Brown served as co-planners with me. Claire created awesome CE games and social opportunities for attendees, and Kristen Brown transformed the social hall into a classic and beautiful tearoom. It was a wonderful intergenerational, social and CE event. Many volunteers under Kristen's leadership came together to make this a beautiful day!

Church School

Teacher recruitment was successful and went smoothly. Several teachers returned to teach again this school year. We also had a few new teachers join our church

Rev. Audrey C. Price,
Director of Christian
Education

school teaching team this year. A few of these teachers taught during the summer and agreed to teach again during the church school year. We have over 25 volunteers serving as teachers and shepherds in church school.

In June 2015, I celebrated Jim and Kathy Stedman for their 30 years of faithful and beloved service at CCC as church school teachers. They received special recognition during Teacher Appreciation Sunday and a personalized gift from the Christian Education ministry.

I led two Bible Sundays where second graders were presented their own personalized copy of The Children's Illustrated Bible. We have presented over twenty Bibles total to church school students on Bible Sunday in 2015 and 2016. On Bible Sunday in 2016, I invited parents to stand with their children and participate in the liturgy when the children received their bibles. It was a very special moment in the life of our church.

Church school maintained an average attendance of 45 students each Sunday. While the attendance began slightly lower than this average in the fall, attendance grew and remained steady at 45 students across six church school classes. For this I am very grateful!!

Vacation Bible School & Peace Camp

For a summer educational experience, we plan to conduct two educational programs that have occurred at CCC in past years but have been inactive in the recent years. Vacation Bible School is planned to be an intergenerational educational and social experience. VBS will have activities for all ages—Bible lesson, crafts, service project, music and games. Peace Camp is scheduled for August as a full day camp for the community and children in the church. CCC has partnered with Little Friends for Peace in past years, so we have chosen to renew our relationship with them. This year, we embarked upon having a full day camp, 9:00-3:00 p.m. to better accommodate working families. Registration is ongoing and interest is tracking well.

Teacher Resources

I purchased age appropriate Bibles in relevant translations for all the church school classes. The Bibles are stored in each classroom for use during the church school and other educational events. For the church school teachers, gospel parallels were purchased to support the teachers in their preparation of Bible lessons each Sunday.

Teachers were provided an opportunity to attend a Gospel in Play workshop discussing creative styles of teaching church and incorporating “play” in Christian Education. Unfortunately, none of our church school teachers were able to attend. However, more of these opportunities will be provided for church school teachers in an ongoing effort to support our teachers in preparation and teaching.

In September 2015, I hosted a mandatory church school teacher orientation. It was a great opportunity for me to greet all the teachers, discuss church school goals and direction, orient teachers. We also covered SafeConduct practices for a safe church school. Our SafeConduct training included watching a SafeConduct instruction video to enhance further our understanding of child safety and proper prevention.

Staff Duties/Administration

I regularly participate in worship leadership as ordained clergy and staff member at CCC. In August 2015 while Pastor Matt was on vacation, I worked with Pastor Gloria and Dr. Nae to lead worship each Sunday. I participated in special services (Ash Wednesday, Maundy Thursday, Christmas Eve, etc.) oftentimes providing worship leadership during those services. Additionally, I have had the humbling opportunity to preach three times at CCC during our Sunday morning worship service.

CCC has several mission partners. I am connected with "Kobulubulu Ribere me Mon Association " KRMA-US Partners. Last year, we decided to provide a portion of the children's offering to support KRMA. Our offering was used to purchase books for the school aged children in the KRMA partner families in Kobulubulu, Uganda. I attended the KRMA-US Partners Appreciation Dinner representing CCC children's offering.

UCC Presence

I am an active member of the UCC Association of United Christian Educators (UCC-AUCE). This provides collaborative support, ideas exchange, training opportunities and UCC connection particularly in the Christian Education arena.

I represented CCC at the 2015 Annual Meeting of Central Atlantic Conference in Dover, DE.

I serve on the Potomac Association Church & Ministry Committee as the Member in Discernment (MID) coordinator (persons seeking ordination) and have been voted as the next chair of the committee.

Going Forward

It has been an active and fruitful year. Despite the challenges, there have been bountiful successes, joys, and blessings. Going forward, we will thrive as we execute collaborative and life-changing CE ministry, build upon the solid foundation that has been laid and embrace our clear vision for the future. The scripture that undergirds my journey is,

Therefore, my beloved, be steadfast, immovable, always excelling in the work of the Lord, because you know that in the Lord your labor is not in vain. 1 Corinthians 15:58 (NRSV)

Respectfully Submitted,

Rev. Audrey C. Price, Director of Christian Education

Rev. Susannah DeBenedetto,
Director of Cooperative
Youth Ministry

CYM meets regularly on Sunday nights at CCC. We begin our time by eating together. The meal is often prepared by some of the parents. Thank you, parents! After dinner, we have a time of worship, our program for the night, games and prayer. We have averaged 18 youth on Sunday nights. The majority of our youth are in middle school. We are growing in our faith and growing together as friends in faith. Thank you to our amazing volunteers, Holly Massett and Leslie Lanagan.

CYM doesn't just include youth. We have had three family potlucks. At each potluck, we welcomed all family members to join us for dinner and conversation. We've offered time for parents and younger siblings to get to know each other on these special nights.

In August, 22 youth and 5 adults will go to Atlanta, Georgia for a week-long mission trip with the DOOR Network. We'll be staying at a church in downtown Atlanta and work in local food banks, soup kitchens, day camps with children. In the evenings, we'll worship together and learn from each other and hear the stories of people who have been helped by organizations we are working with and who work in those organizations. The youth are looking forward to a 12 hour (each way) road trip and sharing God's love with the people of Atlanta.

To get ready for the mission trip, CYM hosted three fundraisers. In December, we sold Christmas Cookies. In February, we served pancakes after the Ash Wednesday service. And later in February, we worked with BCL to host a Mardi Gras Party with the Jazz Band. These fundraisers raised \$1863 which will defray the cost of the trip for all 22 youth, and they were a great opportunity to laugh and serve together.

The 6th Grade OWL (Our Whole Lives) met for 8 sessions in the winter/spring. Nine youth completed the program led by two wonderful adults, Kathie McConnell and Matt Kaiser.

We have created a CYM Committee to increase communication and connection between CCC and TPPC. Thank you to Pastor Matt Braddock, Holly Massett, Wendy Lukehart, and Pastor Mark Greiner for serving on this committee.

Since beginning as the Director of Cooperative Youth Ministry on October 1, I have had the privilege of learning, laughing, and loving the youth. I've enjoyed getting to know many of our awesome youth and parents. I'm looking forward to the building on the good work that we have been doing as we continue to be the church together.

Rev. Susannah DeBenedetto
Director of Cooperative Youth Ministry

THE PITTSBURGH PROJECT

On Monday, June 29 eighteen young adults ranging in age from 12-18 and five adults drove to Pittsburgh to embark upon the adventure called The Pittsburgh Project. The Pittsburgh Project is a Christian nonprofit community development organization with a nearly 30-year track record of developing leaders and serving the city's most vulnerable residents. We were divided into three work groups. The middle schoolers led by Steve and Alison Petersen replaced a kitchen sink and base cabinet, painted a stairwell and framed a door; the mixed-age group led by John Potts put aluminum siding on a house; and the high schoolers led by Jerry Hungerman and Holly Massett replaced a second story flat roof.

The Pittsburgh Project has a small campus that encompasses a church, a school with dormitory and a warehouse for their tools and materials. Each day after breakfast (7:15 AM) there was a time for morning devotions in the sanctuary to reflect on the past 24 hours. At 9AM the work teams loaded their vans with tools and materials and headed out to their various work-sites across the Pittsburgh metropolitan area. The teams worked until 3:30PM and then had some free time until dinner at 6PM. After dinner from 7-9PM was a contemporary worship service with a rock/gospel band and a sermon. The theme for the sermons was the Lord's Prayer. A local pastor led the young people, stanza by stanza, through the Lord's Prayer. After worship, there was more free time and lights out at 11PM. They were long days!

Wednesday night was called 'Home Owners Night'. The home owners were invited to join us for dinner and worship. Thursday night Jerry and Holly led our group in a retrospective of the week. Everyone expressed that the week was nothing like they had expected! We really didn't know what to expect since it was our first time working with The Pittsburgh Project. Most of us learned new home repair skills, all of us were taken out of 'comfort zone'.

The weary group returned to Silver Spring Friday, July 3 in the late afternoon. We were physically exhausted, but spiritually uplifted having performed service for those that are most vulnerable in our society, the elderly, the poor and the ill.

– Jerry Hungerman, Holly Massett, Alison & Steve Petersen, John Potts

This July marks a 10 year anniversary for me at Christ Congregational Church, a 40 year anniversary in music ministry, and an intentional decision to retire from full-time parish ministry. I look forward to having time to pursue other interests in my life.

These past 10 years at CCC have been filled with such abundant blessings. I have had the opportunity to lead and experience worship celebrations that are inclusive and vibrant, to direct choirs that are noted for their joy and exuberance and for their ability to sing repertoire from a wide array of sacred and secular music. It has been a joy to direct orchestral ensembles that are intergenerational, welcoming, and greatly popular among church members and community musicians. Our Christmas musical celebrations have been an annual highlight, an occasion where we have engaged the gifts and talents of over 80 plus singers and instrumentalists—pushing fire code regulations in our sanctuary to the limit each year!

Highlights of my tenure at CCC have included the annual direction of ecumenical community concerts and the privilege and honor of traveling every 4 years with the Chancel Choir to places such as Denmark, Sweden, Estonia, Latvia, Russia, Wales, Scotland, England, and soon to the Czech Republic and parts of Germany. My gratitude to Jackie Walters and to the singers and “groupies” for extraordinary experiences. I will never forget our times together making music in some of the most beautiful places in the world!

The greatest joy of being in ministry at CCC has been sharing my ministry with our Associate Director, Sam Wack. These days, in parish ministry, it is not often that one finds such a collegial relationship between two musicians serving together on once place. As so many of you have heard me say on many occasions, “I could not have done what I have done in the past 10 years without the support of Sam!” She is a consummate musician—from accompanying the choir, to directing, to planning and implementing worship and concert opportunities, and performing her duties with ease and grace at all times! Thank you, Sam!

And last, but certainly not least, I thank you, the congregation and staff at CCC, for your support, love, encouragement and acceptance over these 10 years. Your willingness to “sing new songs” and to “raise the roof” with your music each Sunday has been a gift that has consistently fortified my faith and brought me such great joy as a church musician. I will miss you all, but know that I will always carry the exquisite memories of our time together in my heart!

With love,
Dr. Nae Pearson
Minister of Music

Dianne Abraham,
Church Administrator

2015-2016 has continued in the busy facility pattern of the past several years. The building is aging and we continue replacing and repairing. As in the previous year, we saw an improvement in the number of weather related crises and repairs. The highlights below represent a small portion of overall facility activity.

Plumbing

We've continue to experience increased repairs and replacements for plumbing fixtures, particularly on the basement level, daycare rooms.

We have a major break in the underground pipe under the parking lot window wells. As soon as the courtyard/playground renovation is complete, we will tend to this work. The fix will take about three days and will require excavation of sidewalk, removal of some shrubs and most likely the removal of the tree in the Gilbert Garden, which has been identified as a source of the problem. Aggressive tree roots and loose large boulder like stones compromised the original pipe and we now have a sizeable section to replace. These pipe carries the water from the window wells to the sewer, so keeping it intact is critical to keeping water out of the basement level.

HVAC

Several fan coil units on the 2nd floor needed replacement and the fan governing air flow throughout the 2nd floor needed to be rebuilt. Thus far, the chiller unit has held its own. Last year we needed to do quite a bit of work on the chiller compressors, thankfully, this year has been quiet on the "chiller" front.

Despite the cold spells of this past winter, we avoided further fan coil unit breakages and subsequent floods in the mechanical room by adjusting the overnight heat settings, just as we did last year. Keeping the daytime settings on for the extremely cold nights protected the system.

Repair and Rebuild of Sanctuary Steps

This spring the Colesville masonry steps were repaired and portions rebuilt. The next step, this new church year, is to securely anchor select loose iron railings and then to repaint all the iron railings on the Colesville side of the church.

Technology/IT

We have not yet upgraded our Comcast capability. An upgrade was recommended to stop dropped call incidents and increase Internet access when all staff are in the facility and accessing the Internet. In the interests of saving IT dollars we saved this money this year as we had a tablet computer to purchase for our new Youth Ministry Pastor. We saved dollars with a tablet rather than a complete laptop. We have also postponed the purchase of an additional projector and screen; again to conserve

IT dollars. We have switched our virus protection software and have in place a top-rated product, monitored by our IT consultant. The pricing was reasonable.

We have not yet upgraded the remaining old phone consoles. Once we are beyond some of the more critical major maintenance issues in the facility, we can take another look at what equipment is the best match for the best cost savings.

Fire Alarm System

With the exception of repairs to the sprinkler system in the organ loft and in the balcony, this has been a relatively quiet year. We have the usual expenses of battery replacements in the emergency lighting system and repair to faulty smoke detectors, but fortunately thus far, no major compromises to the main fire panel. Since covering the facility pull stations last year we have not had any false alarms due to pull station tampering.

Equipment Repairs

The dishwasher and ice machine in the Social Hall kitchen have needed repairs and part replacements. Both appliances get hard use and they are aging. We are looking into a dishwasher maintenance contract (repairs only) that would cap repair costs, reducing our overall repair expenditures. The ice machine is already under contract as are the fridge and under counter freezer.

Office and Meeting Space Reorganization

The office for the Christian Education Director was updated. A new desk, chair, bookshelves and coffee table were added. This finishes the office reorganization project from 2014. We continue to fine tune the Lounge, Room 106.

Building Use

Building Use has remained constant this year with the same organizations and individuals using church space. Income remains about the same as last year. Several repeating users are teaching fewer classes due primarily to personal travel schedules. Music recital use and non-profit use remains at the same level as previous years.

Purchasing Consortium

The church has joined a purchasing consortium of area non-profits and churches where we can purchase or contract for services at collective, discounted rates. We are already saving on a new gas supplier vendor – approximately 10% for this coming year and we are looking into changing vendors for trash pick-up and additional services. We will receive discounted pricing at consortium participating suppliers and stores and are looking to use these retailers.

Dianne Abraham,
Church Administrator

Tim Carrigan
Moderator, 2015–2016

It has certainly been a busy but productive year in the life of our church. In the spirit of our annual theme of **“Relating, Reconciling, Renewing,”** we have made great strides as a faith community towards becoming the church God is calling us to be for Silver Spring, for Maryland, and for the world. I'm pleased to highlight some of our key accomplishments on Executive Council this year:

- To improve communication between church leadership and the congregation, we instituted town hall meetings, informational sessions to update the congregation on important issues facing the congregation. Over the course of the academic year, we have hosted five town hall meetings.
- In August, our Black Lives Matter banner was vandalized, and another banner was hung in September in a dedication ceremony on the Colesville lawn attended by John Deckenback, Conference Minister, Central Atlantic Conference. In March, another banner was damaged, and was replaced in a Palm Sunday processional. Executive Council has fully supported the Racial Justice Circle's desire for CCC to engage in this important national conversation in line with our anti-racism covenant.
- In September, we hosted a retreat for church leadership, which was attended by more than forty members.
- In October, we gladly welcomed Rev. Susannah DeBenedetto to CCC as Director of Cooperative Youth Ministry in collaboration with Takoma Park Presbyterian Church
- Our special fundraising committee updated and streamlined our process for considering future special fundraising appeals.
- After a successful pilot last year, we are now able to accept payment of pledges and other donations electronically from all CCC members and friends through our website.
- We hosted two special events this year to celebrate milestones in the life of our church—the 50th anniversary of the Retreat House in October 2015 and a mortgage burning marking the successful completion of our capital campaign in January 2016.
- In January, Executive Council began planning for the forthcoming retirement of Dr. Nae Pearson, our Director of Music, charging the music committee to survey the congregation on their needs in a music program, and forming a search committee to coordinate the recruitment and selection of Nae's successor. This work is ongoing and will continue into the coming year, largely dependent on our budget situation.
- In January, the congregation adopted a master plan for the retreat house campus at a congregational meeting held for that purpose at the recommendation of the Retreat House Task Force and informed by the activities of the Retreat House Discernment Team, which was chartered by Executive Council over the summer and

worked through the fall to better understand the congregation's desired programming. Currently, a reconstituted Retreat House Working Group is working with the architects and builders to draft detailed drawings and obtain construction estimates and will report back to the congregation in the near future.

- At another congregational meeting in March, CCC adopted a constitutional change proposed by the Planned Giving Committee related to our management of endowment funds.
- At the same congregational meeting, we also approved an expenditure of unrestricted endowment funds to contract with the Center for Progressive Renewal for a yearlong strategic planning process. In April, our consultant Dr. Bill McKinney, spent four days in Silver Spring, conducting interviews with members of the congregation, staff and our community partners. He also attended a worship service. Bill is currently preparing a report based on his observations and recommendations, which we will receive in the coming weeks. We anticipate the report will be focused on the following areas: pledging and stewardship; church governance and staffing; the retreat house; and discerning the intersections between the needs of the community and how we at CCC can meet those needs. Pastor Matt and Gwen Garrison have assembled a small team that will be working on implementation of the report's recommendations over the coming year. My hope is that this report will provide a map for our future and help us to implement strategies to overcome some of our long-term challenges.
- Per the recommendations of the Congregational Support Team last year, members of the Board of Trustees and Christian Education, in consultation with staff, have worked to update our code of conduct to ensure that all CCC events are safe, fun and in line with our values. While this process has taken longer than anticipated, the updated policy should be finalized shortly.
- We have initiated a process to adopt church management software to allow us realize greater efficiencies in managing our data. We have made some progress this year in moving towards this goal, and moderator-elect Gwen Garrison is committed and well qualified to see this project through successful adoption in the coming year.

It's been a pleasure to serve as your moderator this year and to have the opportunity to work such a caring, committed group in Executive Council. While there is necessary work that remains to be done, I'm proud that we have moved the needle on several important issues in the life of our church this year, and have confidence that under the leadership of incoming moderator Gwen Garrison and moderator-elect John Malone, we will continue to evolve into the vibrant church God is calling us to be.

Tim Carrigan

Moderator, 2015–2016

Clerk of the Rolls Preliminary Annual Report

David W. Main – May 7, 2016

	<u>2014-2015</u> July 1- June 30	<u>2015-2016</u> July 1-May 1
TOTAL MEMBERSHIP	July 1 - 509 June 30 - 524	July 1 - 524 May 7 - 471
MEMBERSHIP INCREASES		
By Letter of Transfer	5	2
By Affirmation	16	9
By Confirmation	4	6
Total Increases	25	11
MEMBERSHIP DECREASES		
By Death	9	10
By Request	1	5
By Church	0	4
By Letter of Transfer	1	5
By Transfer No Letter Requested	0	6
Moved to Inactive Status by Request	0	0
Moved to Inactive Status by Church	0	43
Total Decreases	10	73
ATTENDANCE AT WORSHIP		
Average per Sunday	166	155
weeks	52	45
MONTHLY RECORD		
Highest Month of Attendance	12/2014 – 1352	12/2014 - 1275
Lowest Month of Attendance	7/2014 - 347	7/2015 - 462
Lowest Sunday of Attendance	2/16/2014 - 73	12/27/2015 - 85
Easter	430	379
Christmas Sunday	12/14/2014 - 423	12/20/2015 - 401
Christmas Eve 5:30 pm	374	223
Christmas Eve 9:00 pm	275	226
SERVICES PERFORMED BY MINISTERS		
Baptisms	3	6
Funerals and Memorial Services		6

Clerk of the Rolls Preliminary Annual Report

David W. Main – May 7, 2016

MEMBERSHIP INCREASES

NEW MEMBERS (7) June 28, 2015

Tracy Canada	Jacquelyn Lowery
Gretchen Hathaway	Meredith Valmont
Sarah Hall Ingram	Travis Valmont
Sue Lair	

NEW MEMBERS (11) July1, 2015 -May 7, 2016

Ingrid Baynes	Adrianne Johnson
Isaiah Baynes	Tom Johnson
Steve Baynes	Leslie Langagan
Susannah DeBenedetto	Daniel Martin
Karen Hawk	Melinda Martin-Beltran
L J Ingram	

COVENANT CLASS (6)

Brian Hufford	Joy Petersen
Elizabeth Kelley-Kern	Griffith Potts
Addie McDonough	Emily Costa

MEMBERSHIP DECREASES

DECEASED MEMBERS (10)

Coralie V. Antony	Iona B. Hiland
Holly Brooks	Nancy L. Kosinski
Robert N. Daniel	Frances Stewart
Phil Fox	Barbara S. Watson
G. Ralph Jackson	Beatrice Winfield

MEMBERS RETIRED BY REQUEST (5)

Caroline Clements	Amy Lewis
Noah Clements	Diane Mentzer
Wiley Clements	

MEMBERS RETIRED BY CHURCH (4)

Deborah Culp	Sallie Holmes
Paul Holmes	Robin Waite Steinwand

Clerk of the Rolls Preliminary Annual Report

David W. Main – May 7, 2016

MEMBERS TRANSFERRED NO LETTER REQUESTED (6)

Thomas A. Gustafson	Maria Montgomery
Deborah McCaw	Jane von Maltzahn
Jeffrey McCaw	Phillip Woods

MEMBERS TRANSFERRED LETTER REQUESTED (5)

Deb Anderson	Bob Fraley
Aaron Botsko	Melissa Milkie
Chris Botsko	

MEMBERS MOVED TO INACTIVE STATUS BY CHURCH (43)

Carmen Bhattacharya	Suey Howe
Debbie Boger	Betty W. Jensen
Kristen Curlee	Eric Klein
Robert Dean	Ryan Klein
Susan DeFord	Scott DeFord Klein
Isaac Fraley	Bill Mallon
Madelyn Fraley	Megan Mallory
Alia Helsing	Kathleen Murley
Jeffrey Helsing	Laura Murray
Spencer Helsing	Toby Ratcliffe
Stephanie Helsing	Jamie Resurreccion
Edward Henson	Katherine Rogers
Tessa Henson	Travis Rogers
Thomas Hirsch	Christy Serna
Valerie Hirsch	Luis Serna
William Hirsch	Craig D. Shriver
Laura Holbrook	Hope Shriver
Brian Holland	Robert Stansbery
Leann Keele Holland	Richard Steinwand
Andy Holmes	David W. Tsai
Paige Holmes	Jill Weaver
	Margaret Zeran

**Minutes of the Annual Meeting of
Christ Congregational Church UCC
June 7, 2015**

Moderator Holly Brooks called the meeting to order at 12:04 p.m.

After declaring a quorum, the Moderator appointed Dan Pence as Parliamentarian and Aldene Ault and John Wack as tellers. Dave Ackerman will serve as alternate Parliamentarian when Dan delivers the Treasurer's report.

Following an opening prayer by Senior Minister, the Rev. Dr. Matthew Braddock, Holly offered several remarks on gratitude. Holly observed that many members serve CCC with dedication and commitment, not only this year but for many years. Holly singled out Glenda Neal for coordinating the Parents Night Out program for 25 years and Dan Pence for serving as Treasurer for 17 years. By the conclusion of Holly's recognition, all members were standing to receive the Moderator's appreciation for all they have done, are doing and will do.

Without objection, the agenda was approved.

Adoption of Minutes

Jackie Walters, Church Clerk, moved the acceptance of the minutes of the 2014 Annual Meeting. Cyndy Wright-Johnson seconded the motion. The motion was approved.

Jackie Walters, Church Clerk, moved the acceptance of the minutes of the Special Congregational Meeting on January 11, 2015. Tom Ault seconded the motion. Judy Cox offered a friendly amendment to add the Chair of Trustees' remarks from the Special Congregational Meeting, and the Clerk accepted the friendly amendment. The motion carried.

Adoption of FY2014-15 Annual Report

The Moderator asked for any changes or corrections to the Annual Report. The following changes were noted:

- Holly Brooks, Moderator's Report, p. 14: Correct the spelling of Jane Osburn's name;
- Ann Keeler, Board of Christian Education Report, p. 20: change "Safe Church policy" to safe conduct policy.
- Jim Conklin, Board of Social Witness Report, p. 26: Delete the words "A proposal for" and replace with the words "A form for proposing".

Jim Conklin moved the acceptance of the Annual Report as amended, and Marilyn Hall seconded the motion. The motion carried.

Report of Clerk of the Rolls

Dave Main noted CCC gained 12 members this year over the prior year's total. Mike Weber moved to adopt the Clerk of the Rolls report; Marilyn Hall seconded. The motion carried.

Report of the Retreat House Task Force

Jim Brown, Chair, presented the current status of the work of the Retreat House Task Force. He prefaced his report by quoting from the Rev. Bob Marston's remarks, written in 1964, about the need for retreat as part of a spiritual journey, especially in modern times. The Task Force's report is attached to the 2015 Annual Report as Appendix D. Jim reviewed the history of the Task Force, its charge and its work to date and efforts of the Task Force to keep the congregation informed of its work and progress. He also reviewed the design options the Task Force and representatives in the charrettes considered and chose and the reasons for selecting the one we did for the architects to further develop and to obtain cost information. Jim then reviewed the schematic drawings for the plan on which the Task Force is working with Reader & Swartz to develop as well as the architects' vision for the campus.

Jim described the steps involved in obtaining reliable and accurate cost information. He also reviewed the project elements for which the Task Force is obtaining cost information. Currently, September 27 is the date being proposed for a Special Congregational Meeting to arrive at a decision regarding the direction the congregation intends to take.

Bob Tiller expressed disappointment that a Master Plan for the Retreat House lacked a vision for ministry, programming, staffing and how the house will be used to carry out church programming and ministry. Others who provided comments on the need for ministry and staffing visioning and planning included Dayna Majarowitz, Jim Conklin, and Matt Braddock. Pat O'Connor spoke about the Retreat House as a place to get away from our regular lives and develop human connections as well as with nature. Tom Ault, reiterating longstanding concerns about financing, staffing and what the church can afford to do, observed these are issues the congregation needs to wrestle with. Holly assured members the Executive Council would be undertaking these topics in its first meeting on Monday, June 8.

Report Regarding the Congregational Support Team Recommendations

Tim Carrigan, Moderator-Elect, reported that throughout the coming year, the incoming Executive Council will begin a process of reviewing those recommendations and developing a plan for moving forward. One task may be for the Executive Council and the congregation to prioritize the recommendations, some of which are simple and others of which are complex. Some are if-then recommendations; some address macro-issues that are not specific to the Retreat House property. Those recommendations may require conversations that involving more wrestling than one year can hold. Tim observed that some of these conversations may not be easy but all members holding differing views are invited on the journey of having these conversations and ending up in a good place for the church. Tim reminded members that, while there are challenges, there are also a lot of opportunities.

Cyndy Wright-Johnson reinforced Tim's points and emphasized the need to address the macro issues and do the hard work the Task Force is recommending to define who we are as a congregation. Elaine Kim described situations noted in the report that she felt the Congregational Support Team glossed over. Gwen Garrison requested the names of the Congregational Support Team be included in the Annual Report along with the statement that the team was appointed by the Executive Council.* Matt Braddock observed the Congregational Support Team's process was modeled after a United Church of Christ process. CCC leadership decided not to use external UCC resources because there would be a lengthy time lag due to four

ongoing investigations currently in the UCC. Matt suggested it falls on the entire membership to remember these recommendations and take responsibility for acting on them.

*Note of the Clerk: Since the Annual Report was already adopted as amended, the Clerk is inserting the names of the Congregational Support Team members in the minutes as follows: Bob Tiller, Chair; David Bell, Matt Dinkel, Rosemarie Kelley, Alison Petersen, Leslie Weyn. Members should refer to the Minutes of the Special Congregational Meeting of January 12, 2015 (Appendix B to the FY2014-15 Annual Report) for a description of the formation of the Congregational Support Team.

Finances

Summary Financial Report: Dan Pence, Treasurer, presented a narrative summary of the financial report. Dan noted that CCC's fiscal year ends on June 30, so the report being presented today represents data received through April 30, 2015. The final report of the Treasurer is typically available around the first of September. Dan noted that the congregation approved a budget at the 2014 annual meeting with a \$62,767 deficit. The deficit as of April 30 was \$29,669.

Dan reviewed the sources of the church's operating income, the bulk of which comes from pledging followed by the "Not pledged but giving regularly" category. Dan noted that, although the percentages indicate we are "right on track" for planned income as a whole, receipts from "Pledge Income" are substantially below where they need to be, a situation that is masked by higher than expected receipts in other income categories. On the expense side, we are underspent, year-to-date, compared to budget. As of June 6, with 92% of the fiscal year elapsed, we have received 92% of planned income, and expenses are at 89% of budget. The deficit based on these figures is now \$42,622 in spite of our being overspent in property maintenance expenses. However, the church is under-spent in the personnel category, offsetting the spending in excess of budget in the Property category.

In response to a question, Dan explained that a suspense fund is a temporary holding place for funds paid for a specific purpose (*e.g.*, Youth Mission Trip); money comes in to pay for a specific purpose and is expended for that purpose.

Dan then reviewed the status of the Capital Campaign as of June 6, 2015. Over a 3-year period, the congregation has given gifts in the amount of \$993,467, including pledges received and member loans forgiven and donated to the church. The campaign is open until December 2015 with \$73,553 in pledges remaining to be given. As of June 30, 2012, just prior to beginning the capital campaign, the long-term debt was \$1,534,144; it is currently \$146,078.

Presentation of the Proposed Budget for FY2015-16: Judy Cox, Chair of Trustees, presented the proposed Fiscal Year 2016 Budget and pointed out that it:

- Includes 1.7% COLA for all staff
- Revises Director of Cooperative Youth Ministries position from full-time to half-time (at the recommendation of the search committee for the recent incumbent);

- Eliminates the position of Executive Assistant (30 hr/week)
- Adds an Administrative Assistant position (20 hr/week)
- Includes new Nursery Assistant position (2 hr/week)
- Keeps other expenses essentially static
- Includes a deficit of \$46,393

Judy moved that the proposed budget of the Board of Trustees be accepted. Mary Pence seconded the motion. Marilyn Hall asked about the 50% increase in the amount for insurance and liability. Dan reported insurance rates have gone up and acknowledged that last year's budget figure was inaccurately entered as too low. Tom Doggett asked what the increase would have been had last year's figure been accurate. Dan reported the increase was \$351. The church is insured by the Insurance Board of the United Church of Christ, although the church is not required to use the Board. In response to a question regarding whether the Trustees investigate other insurance providers, Tim White, a former Executive Director of the UCC Insurance Board, explained that insurance coverage under the UCC tends to be much broader than that provided by other companies and rates are based on participation by over 4,000 churches.

Judy Cox spoke about the need for us to consider our Stewardship pledging, and that to meet a balanced operating budget, we need our pledge amounts to average \$5,000—or about \$100 per week. She then talked about how our church provides spiritual nourishment each week through worship, choir and music programs, church school, youth group, and pastoral care—a worthy investment.

Carolyn Hoskinson requested more information about what impact the staffing changes will have. Matt explained that the full-time youth ministry position was the result of a special gift which also added an additional responsibility for young adult ministry. The donor has agreed to the use of some of the remaining funds in the gift to staff the nursery. The nursery position is needed (1) due to a lack of volunteers on Sunday mornings and (2) the message it sends to parents (members and visitors) to have a well-staffed nursery. The Executive Assistant position was one inherited from the interim era. Matt hopes a half-time administrative position, staffed by a professional who works efficiently, can get the work done as well as save money on the benefits incumbent in a $\frac{3}{4}$ -time position. Some results of the change are: Dianne Abraham, Church Administrator, will oversee the Administrative Assistant and guide management of the office; the office won't be open as many hours; not everything will get done.

Olen Stephens observed that the staff gives more than they are compensated for. He added that the congregation has to establish priorities so it can fund them. It is also necessary to determine what the fair and appropriate ways are to spend the money that we have.

Jim Conklin observed that, thanks to members' contributions to the four UCC special offerings totaling \$14,207, CCC's mission giving was raised above the \$88,000 noted in the operating budget to being in excess of \$102,000.

John Gipson noted that the decrease in the amount pledged so far in this year's Stewardship campaign equals the projected deficit.

The motion to adopt the proposed budget for FY2015-16 passed with some nays and at least one abstention.

Nominations

Committee Chairs: Tim Carrigan, Moderator-Elect, presented the list of committee chairs for the upcoming year as provided for in the church's Bylaws. Tim noted that some committees are currently inactive. He suggested looking at inactive committees as well as exploring whether other groups are doing good work on behalf of the congregation should be part of the conversation resulting from the Congregational Support Team's recommendations.

Report of the Nominating Committee: Priscilla Peterson, Nominating Committee Chair, noted the role of the Committee is to fill the more than 140 elected positions in the church and reviewed the available openings on the slate of nominations. Priscilla announced that Olen Stephens will assume the chairmanship of this committee. On behalf of the Nominating Committee, Priscilla presented the slate and moved its adoption. Dave Ackerman seconded the motion. The motion carried.

Holly encouraged continued participation of members of the congregation in ongoing dialogue about the future of CCC. Holly introduced Tim Carrigan as the new Moderator and presented him with the gavel and a copy of *Roberts' Rules of Order*. Tim thanked Holly for her faithful leadership on our behalf and for facing the challenges of an especially difficult year. The congregation showed its appreciation for Holly's work as Moderator with a standing ovation.

Matt Braddock offered a closing prayer.

Tim Carrigan, Moderator, adjourned the meeting at 2:18 p.m.

Respectfully submitted,
Jackie Walters, Church Clerk

**Minutes of the Special Congregational Meeting of
Christ Congregational Church UCC
Regarding Approving a Master Plan for the Retreat House and
Implementing Phase I of Its Renovation
January 31, 2016**

Moderator Tim Carrigan called the meeting to order at 11:30 a.m. The Moderator stated the purpose of the meeting and the call. The Moderator reviewed the agenda, declared a quorum and reviewed protocols for conducting discussion.

The Rev. Dr. Matthew A. Braddock, Senior Minister, opened the meeting with a prayer.

The Moderator appointed Dan Pence as Parliamentarian and Sue Dollins and David Main as tellers.

The Moderator called on Cyndy Wright-Johnson, Chair, Retreat House Discernment Team, to present a summary report of that group's findings. After reviewing the group's charge, she summarized the opportunities the Team offered to interested members. In a series of meetings, individuals were asked to focus on three areas: People, Programs and Purpose (Who, What and Why). The report grouped Programs into three categories: Fellowship, Learning and Healing. Major purposes included all aspects of accessibility (*e.g.*, physical, gender identity), mission, life-long learning, and connecting with Hampshire County residents. Cyndy concluded the presentation by quoting from three inspirational statements submitted by individuals.

The Moderator called on Treasurer, Dean Ripple, to review monies committed to the Retreat House in various church funds. Dean described what operating costs of the Retreat House are supported by the Unified Budget (taxes, insurance and utilities). Historically, the costs represent about \$5,000 per year or 2.5% of *property* expenses. Dean concluded by stating that if the congregation fails to adopt the Master Plan, funds committed to the Retreat House remain committed to the property. In response to discussion questions then and later in the meeting, he stated (1) there are no restrictions on how the monies already committed to the Retreat House are spent and (2) renovation has no impact on the current operating budget.

The Moderator called on Jim Brown, Chair, Retreat House Task Force, to present the Task Force's report. Jim began his presentation by reviewing words written by the Rev. Bob Marston fifty years ago describing the value to the church of having a place to retreat. His report reviewed the history of congregational decisions, the charge to the Task Force, key findings, and key goals and components of the Master Plan being recommended for adoption and is attached as an addendum. To prepare for the meeting, the Task Force worked with the architects to develop a master plan that

- Aligns with and supports Discernment Team findings
- Provides a roadmap to the future – adopting the plan is a first step
- Incorporates solutions proposed by members:
 - Can readily be implemented in phases as programming & resources grow

- Can incorporate hands-on labor from CCC
- Is cost-effective

Jim reviewed the four goals for Phase I:

1. Make house and property accessible to all
2. Restore functionality for programming as soon as possible
3. Ensure health & safety of participants through compliance with building & other codes
4. Use the resources available to develop a plan with architects and a builder to accomplish Goals 1-3

The major components of the Master Plan include: Kitchen renovation, bunkhouses, great room, sunroom and patio, and other essentials (*e.g.*, existing bunkhouse, repointing the masonry). Jim also reviewed the potential construction components for Phase I.

Jim reviewed the preliminary estimates provided by Steve Hottle of Lantz Construction based on schematic drawings (not construction drawings).

NOTE: The slide presentation is attached as an addendum in the official church file.

At the conclusion of the report, Jim Brown offered the following motion:

Moved, that the congregation adopt the Master Plan for the Retreat House developed and recommended by the Retreat House Task Force. Bill Kaupert seconded the motion.

Pastor Matt shared the staff's perspective on continuing to do programming at a renewed property that is safe, accessible, is reflective of CCC's values and upholds the church's safe-conduct policies. When there is church-sponsored programming at the Retreat House, a paid staff person from the church will be present. Matt has talked with the staff about being responsible for hosting and resourcing various retreats and programs. He also talked about developing a culture of accountability within the entire CCC community for safe conduct whenever the retreat house is used. Compliance for safe conduct falls on everyone in a covenantal church whenever and wherever the community is gathered. Matt concluded his remarks by stating the Retreat House becomes a tool and resource for the staff and the church.

There were several questions from the floor about programming, security, and costs. Some questions were captured on a parking lot. Peter Karl called the question; there was a second. The Moderator declared a two-thirds majority to call the question. With three nays and two abstentions, the motion carried.

Jim Brown then

Moved, that the congregation authorize the Executive Council to empanel a new Task Force to undertake the following steps to implement Phase I of the Master Plan:

- a. Work with church staff, boards and members-at-large to identify, prioritize and recommend components of Phase I;
- b. Retain Reader & Swartz and a builder to provide professional construction estimates based on construction drawings for implementing the identified and recommended priorities; and

- c. Report back to the congregation with a target date of April 30 with a complete plan and construction budget for Phase I.

Mike Weber seconded the motion. After discussion, Peter Karl called the question and Jenn Sawin seconded. The Moderator declared a two-thirds majority to call the question. With two nays and two abstentions, the motion carried.

Following an acclamation of thanks from members present, the Moderator adjourned the meeting at 1:07 p.m.

Respectfully submitted,

Jackie Walters, Church Clerk

**Minutes of the Special Congregational Meeting of
Christ Congregational Church UCC
March 13, 2016**

Moderator Tim Carrigan called the meeting to order at 12:09 p.m. and declared a quorum.

The Moderator appointed Dan Pence as Parliamentarian and Sue Dollins and David Main as tellers.

The Moderator reviewed the purposes of the meeting:

- To approve the nomination of Gwen Garrison to become Moderator-Elect;
- To consider a constitutional amendment regarding the Endowment Fund proposed by the Planned Giving Committee;
- To consider expenditure of endowment funds to contract with the Center for Progressive Renewal for congregational strategic planning.

The Rev. Dr. Matthew A. Braddock, Senior Minister, opened the meeting with a prayer.

Election of Gwen Garrison as Moderator-Elect: The Moderator recognized Olen Stephens, Chair, Nominating Committee, who moved that the congregation confirm the candidacy of Gwen Garrison for the position of Moderator-Elect. Aldene Ault seconded the motion. The position was vacated by the resignation of Alison Petersen. **The motion passed unanimously.**

Proposals from the Planned Giving Committee: The Moderator called on Tom Ault, chair of the Planned Giving Committee, who moved on behalf of the Planned Giving Committee to amend Article XVI, Section 3 of the Constitution of Christ Congregational Church by adding new paragraph c. as follows:

c. For the Marian K. Tate Permanent Fund (the “Tate Fund”), which is included in the restricted portion of the Endowment Fund, all interest, dividends and other distributions earned by the Tate Fund shall be automatically reinvested in the Tate Fund. Each quarter a portion of the Tate Fund shall be transferred to the operating fund of the unified budget as an annual pledge in perpetuity. The portion to be transferred shall be equal to one percent (the “quarterly distribution rate”) of the average value of the Tate Fund on the last day of each quarter over the preceding 20 calendar quarters. If the portion to be transferred would reduce the value of the Tate Fund below the inflation-adjusted level of gifts to the Tate Fund, the portion shall be reduced as necessary to maintain such level. The quarterly distribution rate may be changed by the Planned Giving Committee within the range of 0.75 percent to 1.5 percent only upon approval by two-thirds vote of those present and voting at a properly called meeting of the church.

Neville Platt seconded the motion.

Tom began by reviewing the Endowment Fund as described in CCC's Constitution:

- Purpose is to strengthen the long-term ministry of CCC by creating and building financial assets to help develop significant new ministries beyond what would otherwise be possible through the church's operating budget and to enhance the facilities of the church
- Comprised of planned gifts by will, trust, life insurance, or otherwise, and substantial, non-recurring donations of \$5,000 or above which are set aside in the Endowment Fund
- Managed by the Planned Giving Committee (see below for membership)

The current status of the Endowment Fund as of December 31, 2015 is:

- Total assets: \$580,340
- Unrestricted: \$136,106
- Restricted: \$444,234
- Tate Fellowship: \$430,628 (74%)

Tom shared the language in CCC's Constitution describing the circumstances under which the Committee can make expenditures from the Endowment Fund and assured members that Committee members have – and do – consider donor requests to be “a moral and sacred obligation.”

- “Expenditure of the principal and capital appreciation of the unrestricted (not designated by the donor) portion of the Fund shall be made by the PGC only upon approval by two-thirds vote of those present and voting at a properly called meeting of the church.”
- “Expenditure of the restricted portion (funds specifically designated by the donor and accepted by the Planned Giving Committee) shall be made by the PGC in accordance with the donor's wishes.”

The Endowment Fund was begun with a bequest of \$219,000 in July 1996 from the Rev. Marian K. Tate. Rev. Tate's will specifies that “the principal be preserved indefinitely, managed by the United Church of Christ Foundation,” and the interest is paid quarterly to be used for annual operating expenses of the church. Rev. Tate's gift is known as the Marian K. Tate Permanent Fund, and the income from it appears as revenue in CCC's annual operating budget. Since 1999, the Permanent Fund has contributed a total of \$158,716 to the operating budget. In the years 1999-2002, the annual contribution averaged about \$11,000. In FY2015, the budget received \$5,623 from the Permanent Fund.

In addition to Marian Tate's initial bequest, the Marian K. Tate Fellowship, modeled on her bequest, is the means by which individuals wishing to maintain an annual pledge in perpetuity may make gifts to the church through various planned giving vehicles.

Since 1996, the thinking on how endowment funds are managed has changed and laws have changed with it. In 2009, the State of Maryland passed model legislation, called the' *Uniform Prudent Management of Institutional Funds Act (UPMIFA, 2006)*, developed by the National Conference of Commissioners on Uniform State Laws. In 2008, United Church Funds issued new guidance designed to preserve principal and ensure growth, while allowing donors' "gifts to be used continuously to advance the mission and ministry of the church over generations."

After reviewing recommended changes in how Endowment Funds are managed, Tom outlined the Committee's recommendation for proposed changes to managing the Fund:

- Automatically reinvest all interest, dividends and other distributions earned by the Tate Fund
- Each quarter, transfer 1% of the average value of the Tate Fund on the last day of each quarter over the preceding 20 calendar quarters to the Permanent Fund line of the operating budget
- Do not reduce the fund balance below the inflation-adjusted level of gifts to the Tate Fund
- The quarterly distribution rate may be changed by the PGC within the range of 0.75 percent to 1.5 percent only upon approval by two-thirds vote of those present and voting at a properly called meeting of the church

The Planned Giving Committee developed a chart showing that, had the new policy the Committee is recommending been in effect for the past three years, the income from the Permanent Pledge to the operating budget could have been doubled or tripled. For the current fiscal year alone, the difference in the first two quarters would have been \$2,156 (actual income) to \$8,286 (approximate contribution) under the Committee's proposal.

At the conclusion of the presentation, the floor was open to discussion.

Dave Ackerman, former member and chair of the Planned Giving Committee, described the proposal as supporting the intent of Marian Tate's wishes and commended the committee for its work. Following a few questions about the management of the Fund, the Moderator called for a vote on the motion. **The motion passed unanimously.**

Strategic Planning Initiative

Tom made the following motion: The Planned Giving Committee moves that the congregation approve an expenditure of up to \$18,500 from the unrestricted portion of the Endowment Fund to retain the Center for Progressive Renewal to conduct a strategic planning study, including associated travel expenses.

Tom described the Committee's evaluation of the request as follows:

- Consistent with the purpose of the Endowment Fund "to strengthen the long-term ministry" of CCC

- Expenditure to be made from the unrestricted portion of the Endowment Fund
- Balance of unrestricted portion of the Endowment Fund would remain above the inflation-adjusted level of gifts

Bob Brown seconded the motion.

Rev. Matt Braddock spoke in support of the motion by describing current dynamics affecting the CCC community. Specifically, he addressed the stagnation of pledging and the fact that it has consistently fallen below goals and aspirations; ongoing questions about the future of the Retreat House; the number of years since the church has conducted an intentional self-study; the demographics of the surrounding community; welcoming new members who are visiting.

Matt described the proposal from the Center for Progressive Renewal, reviewing the credentials of the consultant, the Rev. Bill McKinney, and the process Rev. McKinney would undertake. Rev. McKinney would evaluate everything we do from parking to ministries. After reviewing and discussing his report, the congregation has the opportunity to set goals and priorities. Following that step, an implementation team would work with a coach for a year to implement the goals. The Senior Minister would receive individual coaching.

Matt reached out to four UCC churches for which Bill consulted and asked these four questions:

1. What goals did your congregation come up with after the consultation?
2. How was the quality of the consultation and coaching?
3. How has your church been able to meet and sustain your vision over time?
4. Did you find there was a spiritual quality to Bill's work, or did it seem more "corporate"?

Matt shared the one response he's received so far from a UCC church in New Jersey, which reported a positive experience and tangible results. Peter Karl urged members to consider their level of openness to change and willingness to listen in order to grow and vote on the motion based on those factors. Matt reiterated that one of the deliverables is an implementation plan.

Jim O'Steen called the question. Marilyn Hall seconded the motion. The motion to end debate and to call the question carried.

The motion carried with two nays and four abstentions.

Jim O'Steen moved to adjourn the meeting. Mary Stone seconded. The motion carried.

The Moderator adjourned the meeting at 1:07 p.m.

Respectfully submitted,
Jackie Walters, Church Clerk

Members

Rebecca Adams
 Claire Barry
 Geri Brennan
 Kristen Brown
 (Co-Chair)
 Don Collins
 Mary Harrill-McClellan
 Lauren Jones
 Ann Keeler
 (Co-Chair)
 Holly Stephens
 Lindsay Vogelsang

The Board for Christian Education has had a difficult year learning how best to work with our new Director of Christian Education. Previously we worked with a Director of Children's Ministries. This title change was a critical part of the disconnect during Pastor Audrey's first year with us. There was not an opportunity for the CE Board to understand how this title change would impact CE programs. Previously we had a lay leader passionate about administrating a safe, welcoming, vibrant church school integrated into worship and the life of the church. Presently we have a minister passionate about providing Christian Education to all ages of the church integrated into worship, the life of the church and the greater church community. This is a huge difference which the Board is still figuring out how to support a vibrant, safe church school which we are accustomed to while expanding Christian Education offerings for all ages. We need to continue the conversation and to continue to develop a clear vision for the CE programs. Thank you to all of our caring church school teachers and nursery volunteers for their dedication to our children on Sunday mornings. This year our rotation of nursery volunteers assists a hired child care provider, Dwelley, who provides the consistency in the nursery for our infants through two year olds. Dwelley is also available for child care for all ages after church for our many meetings and events. To arrange Sunday child care for your meeting or event, contact Kristen Brown or Pastor Audrey 3 weeks ahead of time.

This year we welcomed Rev. Susannah DeBenedetto as our new Director for Cooperative Youth Ministry which we share with Takoma Park Presbyterian Church. Susannah is continuing youth program traditions as well as establishing new team building opportunities to coalesce the youth from both churches. It is wonderful to have a minister leading our youth programs and working with our youth families. We are also grateful for our 6th Grade *Our Whole Lives* teachers Kathy McConnell and Matt Kaiser for their dedication to providing faith based sexuality education to our pre-teens. We will need to train additional OWL teachers this summer, do let us know if you are interested.

Thank you to Geri Brennan for researching and organizing a summer camp opportunity for our children and youth utilizing an established program at Claggett Center in Adamstown, MD. We also are glad to have the Little Friends for Peace Camp come back to CCC after a long hiatus. This program will run during the last week of summer before schools starts. Also this summer, the Board looks forward to helping Pastor Audrey with our first ALL CHURCH VBS which is scheduled for the evenings during the last week of June. There will be fun, bible based programs for all ages preschool – older adults. We hope to see YOU there!

Respectfully Submitted,
 Kristen Brown & Ann Keeler, Co-Chairs

Members

Phyllis Badesch

Lissa Costa
(Chair)

Tony Costa

Renee Gamez

Susan Hill

Kristin Sundell

Susan Thiel

Jane Weber

Mike Weber

Our Mission: BCL is charged with coordinating events and activities that enhance the sense of community within CCC. While offering opportunities for members to enjoy each others' company through sharing food, fun and fellowship, BCL promotes new and old connections. In relaxed and informal gatherings which are intergenerational, understanding and appreciation for one another is fostered; friendships are created and strengthened; and community is served as we are able to cherish one another.

What We Accomplished This Year: Fundamental to BCL is the weekly Coffee Hour which is served every Sunday except for a few special Sundays. Our members have a monthly rotation in which refreshments are served following the service. Over a cup of coffee, members and visitors can share personal conversations and feel welcomed into the CCC community. With their parents present, many children really enjoy the cookies served! Our Board is grateful to CCC's Friends of the Earth for their continued generous donation of coffee and tea.

• **The All Church Picnic** was hosted with O&E on September 13th following the service at Sligo Creek Park. BCL provided the sandwiches and beverages while O&E organized the games. It was a great way to start the year.

• **The Advent Wreath Workshop** was held on December 7th. Susan Thiel coordinated this event providing all the supplies and greens so that people of all ages could make their own wreath to take home. The Social Hall was filled with people sharing in this creative pursuit.

• **An Evening Of Jazz** was coordinated by Mike and Jane Weber. On February 7th, the Social Hall was transformed by the music of the Big Band. The Youth Group decorated, served and cleaned up earning money from donations for their summer mission trip. A cake walk and other activities, in addition to the delicious food and live made it a very festive evening for everyone.

• **50 Year Member Recognition** was held on April 17th. This is a time when the ministers lead the congregation in honoring those members who have a commitment of 50 years or more with the CCC community. BCL serves to coordinate this celebration. Following the service a light lunch was offered.

Respectfully Submitted,
Lissa Costa, Chair

Members

Jane Anderson
 David Bell
 Sue Bratten
 Susan Gray
 Marti Hoffacker
 Maureen Ingram
 Bill Kaupert
 Ann Marshall
 Eleanor Norwood
 Audrey Platt
 Neville Platt
 David Squires
 Kathy Stedman
 Betsy Thomas
 (Chair)
 Lynn White
 Tim White

Our Mission: The mission of the Board of Deacons is to enhance the spiritual life of the church through cooperation with the ministers. Deacons often help plan and assist in the worship life of the church, prepare and serve communion, assist at Baptisms, represent the board at the reception of new members, and assist with the Covenant Class, as well as seek to develop programs that support the ministerial staff.

Deacons, with the help of the ministers, identify congregants in need of ongoing care in order to reach out to them with assistance. Deacons deliver plants from the altar to parishioners at both Easter and Christmas and try to assist those who are sick or going through a crisis. Deacons also represent the church by attending bereaved families at funerals and memorial services. Additionally, the board supports those in need in the church as well as in the wider community through the Deacons' Fund.

What We Accomplished This Year: We provided the support to the ministers, prepared and served communion, served at Baptisms, assisted in and participated in special services during Advent and Lent especially the Maundy Thursday service. The Board of Deacons also worked with the Board of Outreach & Engagement in hosting the Christmas Eve reception. We were especially happy to welcome home returning students and visitors.

Our biggest accomplishment this year was the startup of the **Because We Care** initiative. The program was designed by a sub-committee of Deacons consisting of Jane Anderson, Susan Bratten, Susan Gray, Ann Marshall, and David Squires as well as Bob Brown, Kerri Hufford, and Maureen Squires. This visitation and caring effort will supplant some of the Lay Ministry calling but will enhance the connection of the Board of Deacons as well as the rest of the congregation to those in need of care. This initiative has some of the features of former programs that were successful at Christ Congregational Church such as Stephen Ministers and Called to Care. This sub-committee also worked with the Faith Community Nurses whose assistance has been invaluable. While the roll out and training for this program will happen in the fall of 2016, all of the start-up work has taken place this working year. All on the board are excited about this new effort and are eager for the kick off of this new program.

Challenges We Faced This Year: While having fewer than the requisite number of people on the Board of Deacons, the Deacons accomplished their mission this year. It would have been far easier with additional members.

Our Plan for 2016-2017: In this new church year, the board will be working to implement the **Because We Care** initiative. We will continue to support and assist our ministerial staff and the programs of the church and to clarify our role and work. We will continue to recruit new members for our board.

Respectfully submitted,
 Betsy Thomas, Chair

Members

Steve Anderson
 Susannah Beals-Simon
 Barbara Breads
 Bob Brown
 Patty First
 Trish Esposito
 (Chair)
 Norma Johnson
 Heather Lair
 Trisha Lay
 Kathie McConnell
 Mary Stone

Our Mission: The Board of Outreach and Engagement organizes and leads programs to inspire interest in Christ Congregational Church (CCC), extends the opportunities of church membership to those who wish to participate in the fellowship of the church, and assists new members in becoming actively involved in church life.

What We Accomplished This Year: The O&E Board held four visitor informational meetings with a total of 13 visitors in attendance. One additional meeting is planned for June 2016. These meetings provide the opportunity to hear about CCC's theology, structure, finances, programs and membership expectations. Since June 2015, 18 adults have joined the church. We anticipate six Covenant Class youth joining in May 2016 and additional adults in June 2016. O&E provides greeters on Sunday mornings and at special services throughout the year to welcome visitors. For those visitors who provide contact information, Board members follow-up by personal notes and/or e-mails.

In September, the O&E Board co-hosted the Fall All-Church Picnic with the Board of Church Life, with Sunday morning worship in Sligo Creek Park followed by lunch and outdoor activities for all ages. We hosted a reception with the Board of Deacons following the 9:00 pm Christmas Eve service to encourage fellowship among our young adult community and for those visiting the church on Christmas Eve.

In April 2016, the O&E Board organized a series of five Ministry Circle Sundays. These focused on Christian Education, Member Care & Worship, Finance & Property, Coordination and Social Witness. A moment during worship highlighted a selected Ministry Circle and was followed during the fellowship hour with displays and opportunities for people to engage and connect to the ministries' activities.

This year, we replaced banners for the Advent and Lenten Seasons. The new banners are designed to allow updates of events so they can be reused in future years.

On May 15th the O&E Board will sponsor a New Member Gathering for those who have joined the church in the past year. This gathering is an effort to bring together new members for connection and fellowship and to provide feedback to the Board.

Challenges We Faced This Year:

The church continues to welcome a large number of one-time visitors and returning visitors, necessitating Sunday morning outreach, and follow-up phone calls, e-mails and conversations. The O&E Board encourages all members of the church to welcome visitors and newer members, pass the pew register and extend hospitality.

Our Plan for the Next Church Year:

Over the summer, the O&E Board will collate the feedback obtained from May's New Member Gathering. We also look forward to the report and recommendations from the Center for Progressive Renewal Report, as they relate to O&E activities.

Trish Esposito, Chair

Members

Carl Brandt
 Jennifer Bunch
 Jim Conklin
 John Enagonio
 Lucas Hirsch
 Marjorie Hoffman
 Dayna Brown Majarowitz
 Ndimyake Mwakalyelye
 Jane Osburn
 Rebecca Reviere
 Mark Thiel
 Scott Wales
 (Co-Chair)
 Anne Weissenborn
 (Co-Chair)
 Sandi Zeese

The Board for Social Witness continued its work in promoting the church's mission of social justice during 2015–2016. As of April 29, 2016 the following organizations have been supported financially:

Gandhi Brigade Youth Media	\$ 2000
In memory of Holly Brooks, to Gandhi Brigade Youth Media	\$ 500
Senior Connection	\$ 1500
Impact Silver Spring	\$ 1500
Shaw Community Ministries	\$ 2000
Project Mala Schools	\$ 500
KMRA Uganda	\$ 1000
Greater Washington Interfaith Power and Light	\$ 500
National Interfaith Power and Light	\$ 500
Pillars of Faith Luncheon	\$ 400
Just Kids	\$ 500

The following Special Purpose offerings were collected as of this date:

UCC Veterans of the Cross	\$ 3300
Shepherd's Table	\$ 1651
Prince George's Family Resources Center	\$ 1651
Neighbors in Need	\$ 2475
One Great Hour of Sharing	\$ 2211

We still have outstanding plans for a donation to the Youth Mission trip this summer. A detailed report on all donations will be submitted at the end of the year in June.

The BSW supported several lunch and learn events.

October 25 Shaw Community Ministries

February 7 Racial Justice Circle and Gandhi Brigade documentary on Baltimore youth

February 28 Justice Reform in Maryland

April 10 KMRA Uganda Partners

Representatives of the BSW spoke in church during Black History Month this February during two Children's Moments and on Earth Day Sunday in coordination with the Trustee's Green Team.

Respectfully Submitted,
 Scott Wales, Co-Chair

Members

Chris Bublitz
(Trustee rep)

Tom Doggett

Valerie Freeland

Sonia Lawson

Tori McElrath

Mary S. Pence
(Chair)

Sharon Rising

Kevin Sturtevant

Elaine Tiller

Jeanne Young

John Wack

The theme of the 2016–2017 Stewardship campaign has been: ***“Abundant Giving: Hope in Action”*** as reflected in our beautiful logo designed by talented CCC member Elaine Kim. The campaign included a lunch on February 21st, after worship, which was attended by approximately 100 church members. The food was prepared by and served by members of the Board, along with Chris Bublitz, who is the Trustees' representative to Stewardship. Members of all ages participated in “The CCC Amazing Race” which had youngsters racing all over the church trying to solve clues which related to our CCC infrastructure and its needs.

We started the campaign three weeks earlier this year, and started follow-up with those who had not yet pledged two weeks after Pledge Sunday, which was Sunday, March 6th. We accelerated the campaign this year in order to assist the Trustees, who made a commitment that a balanced budget would be presented to the congregation at the Annual Meeting, as opposed to the deficit budgets which have been presented at the past five Annual Meetings.

As of April 30th, we have received a total of 151 pledges totaling \$583,496 leaving a significant shortfall from our goal of \$685,000. Several significant pledgers are now deceased, moving away, or retired, so our pledging has taken a significant hit this year. We still anticipate a few more smaller pledges from members who pledged last year but have not yet pledged this year, and the Board will continue to follow up with these folks.

We are grateful for the 75 increased pledges and 9 new pledges this year, and indeed, to everyone who has pledged this year.

Special thanks to our Board members Sharon Rising, Elaine Tiller, Jeanne Young, Sonia Lawson, Tom Doggett, Valerie Freeland, John Wack, Tori McElrath and Kevin Sturtevant, and to Chris Bublitz, our representative from the Board of Trustees.

– Mary S. Pence, Chair



Abundant Giving
Hope in Action

Members

Chris Bublitz

Lawrence Duff
(Vice Chair)Stevan Fisher
(Secretary)John Gipson
(Chair)

Rosemarie Kelley

Elaine Kim

Olen Stephens

Bob Tiller

In May of 2015 I was asked if I would be willing to join Trustees and serve as Chair for one year. I had previously been on Trustees for five terms, from 2008–2013, and had been Chair for four years so I had some experience in this role. The current year is drawing to a close. After the annual meeting in June I will, once again, be a former Trustee.

Finances

This year, as in the past many years, a primary issue was finances. In June of 2015 Christ Congregational Church passed a budget with a deficit of \$45,000. This was the latest in a long line of deficit budgets stretching back 10 years or so. In the past the deficits usually did not materialize, which led us into a false sense of security. However this changed fairly recently, and for the past few years we actually ran a deficit.

Things did not look too bad because CCC had about \$255,000 in various banking accounts. Early in my term I asked our Treasurer, Dean Ripple, how much of this money was obligated. The answer was sobering—we actually owed \$276,000, most of it to ourselves in the form of Memorial Funds, Retreat House Funds, etc. Not only did we not have a cushion, but we were in debt \$21,000. It was very clear that CCC could not run a deficit for the fiscal year 2015–2016.

In July and August Trustees met to discuss the situation and identified ways to trim the budget by about \$27,000. In September the Trustees began a program of educating the Executive Council and the Congregation about the situation, and also asked the Congregation to increase pledges. CCC responded to this appeal, and the pledges increased by \$27,000. One other piece is that hiring a Youth Minister was delayed for several months until we found a qualified candidate. This also helped our finances. The net effect was that in December we were able to restore most of our budget cuts, and it looked for a while that we might even finish with a surplus of \$30,000 or so.

However, as anyone who owns property knows, there are always unexpected expenses. In our case our hot water heaters needed to be replaced, and this cost about \$16,000, and we needed to repair the front (Colesville) steps which were deteriorating, which cost about \$11,000. This was not only a cosmetic issue, but a safety issue, as someone could have been seriously hurt.

In 2015 the Trustees promised the Congregation that we would not end the year in a deficit, and as I write this, I am happy to say it looks like we will achieve this goal.

Lease With Silver Spring Child Care Center

The Silver Spring Child Care Center (SS-CCC) has had a long relationship with CCC. It was actually founded by some CCC members, although it moved away from CCC in the last century. In 2002 they began renting space from us again, and have been tenants with us since May 1, 2002. They are by far our largest source of rental income, bringing in over 5/8 of the total.

John Gipson
Chair, Board of Trustees

In March of 2015 the Trustees began negotiations with SS-CCC to renew the lease. As in any relationship of this nature, there are disagreements about who is responsible for what, etc. Because of this the lease negotiations dragged on, and it became apparent that they would not be concluded by June 30, 2015. A month-extension at the terms of the current lease was negotiated to give time for further negotiations. This was followed by another one-month extension.

A non-negotiable element on SS-CCC's side was that they wanted to renovate the courtyard which they use as a playground, and they wanted CCC to contribute \$10,000 toward this project. The SS-CCC would pay the remaining amount, estimated at around \$50,000. During a Trustee meeting in June the Trustees examined the courtyard and came to the conclusion that it really did need renovation. There were other elements of disagreement, such as who would pay for what expenses, when the parking lot would be plowed, and the rate of increase of the rent.

Lawrence Duff and Rosemarie Kelley assisted in the negotiations with the SS-CCC. These took much longer than we anticipated, but I am happy to say that we entered into a seven-year lease which I think is fair to both sides.

Personnel

Susannah DeBenedetto joined our staff in October 2015 as the Director of Cooperative Youth Ministry. Susannah is an ordained minister in the UCC, and she holds a Certificate in Youth and Theology from Princeton. We are happy to have her join us.

Burning of the SunTrust Mortgage

As a direct result of the successful conclusion of the Capital Campaign we were able to completely pay off our mortgage to SunTrust. On January 10th we had a symbolic burning of the Mortgage. Elaine Kim created a replica of the mortgage which was burned in a public ceremony at the conclusion of the service.

At this stage our only debt is member loans, and these now amount to \$82,500.

Safe Conduct Policy

In the 2014–2015 calendar years, CCC faced a period of healing and introspection in light of reports of unsafe conduct both at the Retreat House and at the church. CCC formed two groups, a congregational support group and a discernment group, during this time. One of the conclusions of the discernment group was that CCC needed to revise and update a formal Safe Conduct Policy to ensure CCC is in compliance with best practices for maintaining a safe environment for all members. This document would outline expectations for all members of the CCC community both on-site at the church on Colesville Road, but also at the Retreat House and other off-site activities. Furthermore, it should identify vulnerable populations among the church, particular situations that are high risk, and appropriate steps to minimize the high risk situations. A draft Safe Conduct document was prepared by a group consisting of Mary Harrill, Matt Dinkel, Rosemarie Kelley, and Olen Stephens and then shared with the Executive

Council and Personnel Committee for review. It is the hope of this committee to finalize the document and present it to the congregation for the annual meeting.

Change in Endowment Policy

The Tate Fellowship Fund is a CCC endowment fund intended to support the CCC Unified Budget. Due to historically low interest rates and a shift in corporate policy to favor stock appreciation over payment of dividends, interest and dividends from the Tate Fellowship Fund have dropped to only approximately 1% of the fund value per year. As a result, the value of the Tate Fellowship Fund has risen significantly, while at the same time contributions to the Unified Budget have dropped dramatically. After careful study of Maryland law and the recommendations of investment branch of the United Church of Christ, and careful consideration of the intent of Marian Tate and other donors to the Fund, the Trustees and Planned Giving Committee recommended a revision in the distribution method for the Tate Fellowship Fund. On March 13, 2016, the congregation voted to revise the CCC Constitution to implement a new distribution method based on reinvesting all interest and dividends, and then distributing a fixed percentage of the endowment. Limits on distributions ensure that the Tate Fellowship Fund will retain its value in perpetuity. The change in endowment policy has led to an increase in the Permanent Pledge from \$5,623 in FY2015 to \$16,363 in FY2016.

Property

Our Church Administrator Dianne Abraham continues to work tirelessly on the care and maintenance of our church property, and she does so with thoroughness and with careful view on costs. As in most years, there were numerous repairs, some expected, some not. With tight budgets in recent years, maintenance that could be postponed without serious consequences continued to be deferred. In the coming year, Trustees will need to consider these needs.

Income from building use continues to be steady.

The Coming Year

As I write this we are starting to look at the budget for next year. The situation is very challenging. To fully fund our ministries at our current level, and to take care of our property, we would need pledge income of about \$685,000. Our current best projections are \$610,000, a shortfall of \$75,000. This means that we will need to have serious conversations about CCC's priorities. I am confident that we will meet this challenge as we have the challenges in the past.

Final Note

It has been my honor to serve on Trustees once again. The Board is filled with a love for CCC and a desire to do what is best for all of CCC. It is privilege to serve on such a board.

In Christ—
John

Members

Rick Brush
 Marti Hoffacker
 (Board of Deacons)
 Priscilla Peterson
 Sharon Rising
 Sam Wack
 Jackie Walters
 (Chair)
 Jeanne Young

FY2015–16 was a challenging and busy year for the Music Committee. We anticipate another challenging and busy year engaging with church staff and lay leadership in receiving the report of the consultant from the Center for Progressive Renewal and selecting and implementing strategic goals. The Committee will work closely with staff and the Board of Trustees to manage its budget while continuing to present the highest quality of music in worship and fostering music opportunities for people of all ages. With the retirement of Dr. Nae Pearson from church ministry effective June 30, 2016, the Committee will be supporting the ministerial staff in sustaining a music program for the upcoming FY2016–17 fiscal year.

Committee Membership: Rick Brush, Marti Hoffacker (Board of Deacons Rep), Priscilla Peterson, Sharon Rising, Sam Wack, Jackie Walters, and Jeanne Young. Three long-time and dedicated members—Stuart Kern, Kathie McConnell and Leslie Weyn—had to withdraw due to the demands of other commitments. The Committee will be reaching out to the congregation to recruit new members for FY2016–17.

Program Year: While CCC's budget constraints resulted in no increase in funding for programs, the Committee is pleased to report a very successful year to look back on:

- Joyful celebrations at Christmas and Easter;
- Three well-attended concerts by Voices XXI, an adult community choir renting space in the church;
- Participation by the Chapel Choir in worship and its reprisal of the musical, "A Technicolor Promise," on Mother's Day Sunday;
- Participation by the Chancel Choir in worship at the Retreat House in October for its 50th anniversary celebration;
- Reviewed the inclusive language statement for music in worship and published it in the bulletin and on the web site;
- Planning and preparation for the Chancel Choir's European concert tour in June.

Instrument Maintenance: The Minister of Music, Dr. Nae Pearson, with the support of the Board of Trustees, used Music Memorial funds to undertake emergency repairs for the organ in July 2015. Looking ahead, the Committee will continue Dr. Pearson's planning for much-needed conditioning and repairs to the organ.

Instrumental Ensembles: The Christmas season saw the return of the hugely successful intergenerational orchestra supporting worship on Christmas Music Sunday. Throughout the year, the Flute, Cello and Brass Ensembles participated in worship.

Retirement of Dr. Nae Pearson and Transition Planning: CCC has a Music Committee because of the vision and encouragement of Dr. Nae Pearson. His willingness to seek support from representatives of the congregation and to work collaboratively with them in developing and overseeing a vibrant, expansive, inclusive and diverse music program at CCC has created a positive legacy in keeping with

CCC's covenants and values for the congregation and for future music directors. Nae was instrumental in formalizing the Assistant Director of Music position and in obtaining compensation for it. Nae instituted a cooperative and productive alliance for fostering inclusivity and creativity for all components of CCC's music ministry. Even when working hard, we had a good time. Who would not when working in a candid, hospitable and fun collaboration? I know I speak for all committee members—past and current—in thanking Nae for all he has brought to his ministry at CCC and in wishing him and Ted well in the future.

To help plan for the future, the Music Committee created and carried out an all-church visioning process throughout the month of April. Elements of this process included: (1) a survey that members could complete electronically on the web site or using hard copies supplied in the church office; (2) after-worship conversation meetings on April 3 and April 17. Over 120 people participated in the survey and information meetings.

In addition, committee members (a) conducted personal interviews with and obtained time studies from Dr. Nae Pearson and Sam Wack (Minister of Music and Assistant Director of Music, respectively); (b) held meetings with the church staff, parents of Chapel (Children's) Choir children, youth in the Cooperative Youth Ministry program, the Board of Deacons, and the Chancel Choir. The committee chair also met with the Board of Trustees to share information on the resources it takes to support a music program of the caliber of CCC's. At that meeting, the chair shared the results of the time studies prepared by Nae and Sam and a 20-year history of the music program budget. [In 1994, the program budget was \$5,000; in FY2015, it was \$5,060.] The Committee expects to complete its report on music visioning in early May and will make it available to the entire congregation.

The Committee is also working closely with Moderator Tim Carrigan, Moderator-Elect Gwen Garrison, and Search Committee co-chairs Rick Brush and Megan Repoley to ensure a smooth transition and to support the search process.

The Committee thanks Rev. Dr. Matt Braddock, Rev. Gloria Grant and Dianne Abraham, Church Administrator, for their ongoing support for the music ministry. Our deep gratitude extends to Assistant Director of Music Sandra (Sam) Wack for her support of the committee's work, her dedication to the Chancel Choir and to the music program as a whole, and her commitment to ensuring a smooth transition from the eminently successful and inspiring tenure of Dr. Nae Pearson to whatever the future holds.

We also thank the Board of Trustees, in particular Chair John Gipson, for their care and concern for the prudent stewardship of CCC resources and their willingness to engage in dialog with our committee.

Respectfully submitted,
Jackie Walters, Chair

Members

Toko Ackerman
 Aldene Ault
 (Co-Chair)
 Sue Dollins
 Valerie Freeland
 Renee Gamez
 Ruth Haigh
 Cyndy Wright Johnson
 Doris Jordan
 Kim Jordan
 Karen O'Steen
 Mary Pence
 Linda Phelps
 (Co-Chair)
 Barbara Redmond
 Jackie Walters
 Lynn White

Our Mission: The mission of the committee is to assure that our sanctuary is ready for worship each Sunday with flowers and candles on the altar, and the worship space is adorned with paraments and banners which are liturgically appropriate. We also see that the lobby of the church, as the entryway to sacred space, is inviting and attractive each week with fresh flower arrangements. The committee especially works hard to prepare the sanctuary, and elsewhere as appropriate, for celebrative events during the Church Year—Thanksgiving, Advent season, Christmas Sunday, and Holy Week—from Palm Sunday through Maundy Thursday, Good Friday and Easter. The Committee also supplies “wedding coordinators” whenever a wedding is performed at CCC.

What We Accomplished This Year: The committee once again functioned almost completely by e-mail connections this year, with two actual face to face gatherings. We met in October for a workshop, lead by Jackie Walters, on weddings at CCC and Sanctuary Committee involvement. We also plan to meet sometime in June (after the deadline for this Report) to organize ourselves for the coming fiscal year.

Our very dedicated and fabulously creative members(!) signed up several times during the year to serve as the “flower duty person” and followed through faithfully. The flowers you see every week in the entryway and elsewhere are the generous gifts of our members. Everyone also worked together, as in past years, to decorate inside and outside the church for the Advent and Christmas season, and to create strikingly beautiful altar decorations for the major worship services on Thanksgiving, Christmas, and Easter. Thanks to Jim Walters, Tim White, Doug Redmond, Dave Ackerman and Brian Phelps for their continued help during Thanksgiving, Christmas and Easter.

Challenges We Faced: This year, several Committee members faced serious health challenges. Others stepped up to fill in when needed. We realize that we need to increase our membership to be able to fulfill our mission of weekly flower duty.

Our Appreciation: We want to express our gratitude to the members and friends of CCC who generously donate flowers each Sunday to adorn the altar. After worship service, Committee members rearrange the flowers into several lovely bouquets and placed in the lobby windows, to be delivered by members of Home Visit Ministry, the ministers and others to the sick or grieving friends of the congregation.

Finally, the committee wishes to thank the incomparable CCC staff. Without their support the Committee could not effectively function. We especially appreciate Dianne Abraham who is always there for us and foresees the Committee's every need, Susan Gray who proactively takes care of bulletin notices for altar flower donations and who maintains a database to keep track of the poinsettia and lilies donations, and all the hardworking custodial staff who go out of their way to help the committee with preparations. We could never do our work without all of their support!

Linda Phelps (Co-Chair)

Members

Laura Boyer

Carl Brandt

Sonja Fisher

Stephanie Fitzpatrick
(Chair)

Maureen Squires

Jeanne Young

John B. Hildebrandt served
until February 2015

Our Mission: The primary responsibility of the Committee is to plan programs of art (in liaison with the Board of Deacons) and to present exhibitions in the Tate Gallery and elsewhere in the church.

What We Accomplished:

The following exhibitions were held in the Tate Gallery:

• **Retreat House Memories** Including original documents, photographs and archival information, June 18–August 18, 2015

• **“Living with Lines and Letters”** Paintings by Maureen M. Squires, both calligraphic and expressive, over a 20 year period (August 23–October 31, 2015)

• **JOURNEYS AND TRANSFORMATIONS** Photography by Peter Fendrick, Julius Kassovic, Keith Kozloff and Rob Rudick, (November 5, 2015–January 2016)

• **“Pretty Little Paintings”** Watercolors and Poems by Rev. Linda H. Carder, (January 4–March 28, 2016)

• **THE JOY OF PAINTING** by Virginia Ripley-Wolf, (April 5 – May 31, 2016)

The benefits of CCC's art programs are direct and indirect. CCC's outreach to the local community is expanded through art receptions, announcements and visitation. Some amount of enrichment and deeper understanding within the congregation (as well as visitors to the church) is hopefully accomplished through the art committee's programming.

We do not request donations from the artists who exhibit in the gallery, but we have received support from several of the artists who have sold work during their exhibitions (sales policy detailed below).

Plans for the Coming Year:

Expand art programming to other areas within CCC—Sanctuary Committee, Children's exhibit or program, etc. Recruit new leadership.

Sales: While the Committee for the Arts does not actively encourage the selling of art objects that are on view in the Tate Gallery, we do recognize the desire to do so by some of our exhibitors. It is, therefore, CCC's policy not to list sale prices on wall labels, but to allow the listing of purchase prices to be posted on a table in the gallery with the artist's contact information. Once an object has been sold, it may be marked accordingly on the wall label, but remain on view for the entire exhibition period. Special arrangements that deviate from this policy must be requested and agreed to by the Executive Board of CCC.

—Stephanie Fitzpatrick

REPORT | THE PASTOR/PARISH RELATIONS COMMITTEE

Members

Tom Ault

Merlene Bagley

Holly Brooks

Elaine Kim

G.K. Meier

Rev. Matt Braddock

We would like to begin this report with a remembrance of Holly. Her contributions to this Committee were immense and she is greatly missed.

Our Mission: The primary responsibility of the Pastor Parish Relations Committee is to provide a communication link between Pastor Matt and members of the congregation. The Committee provides a listening ear for items of joys and concerns from the congregation as well as ministerial support to Pastor Matt.

The Committee members usually meet with Pastor Matt on the fourth Monday of each month, but flexibility is the key because of his schedule.

Respectfully submitted,
Merlene Bagley, Chair

REPORT | AUDIO VISUAL COMMITTEE

Members

David Main

Phil Michel
(Chair)

Ndimyuke Mwakalyelye

The Audio Visual Committee continues to provide support to the congregation by acquiring, storing, maintaining and operating audiovisual equipment for church functions, primarily for regular worship services. Members of the committee also provide support for memorial services, weddings, and other special services. Committee members produce digital audio (mp3) recordings of each service. Copies of these recordings are available to CCC members on demand. Participation in the committee is open to anyone interested in helping, including non-CCC members.

During FY2015-16, the AV Committee consulted with Jim Jenets to test, repair and replace equipment. Mr. Jenets repaired the cable and connector for the lectern microphone, tested the audio connections in room 106, recommended a new amplifier for room 106, replaced windscreens on the pulpit and lectern microphones, installed a new wireless microphone, and provided additional troubleshooting on the audio mixer. Mr. Jenets recommended that the AV Committee consider purchasing a new audio mixer due to the age and ongoing problems with the current mixer. The AV Committee will consult with the Board of Trustees with a recommendation by the close of FY2015-16.

– Phil Michel, Chair

Members

Grace Dietz
 Ruth Haigh
 Helen Hanes
 Ruth & Bill Kaupert
 June Leonard
 Chuck Mason
 Mary Michel
 Albert Papazian
 Audrey Platt
 Neville Platt, Chair
 Jeanne Young
 Inspired by the
 Rev. Gloria Grant

The Senior Adults Committee generally meets on the first Tuesday of every month except for summer breaks. We plan events targeted to seniors but which are open to all members of our community.

Movies: Our Friday movie matinees which take place after a BYO bagged lunch in the Conference Room continue to be well supported. We show a mix of recent releases and firm favorites from the past. Sometimes the vetting process misses the occasional ripe language but the themes are generally appreciated.

Lunches: We provide an opportunity to get together for lunch once a month at favorite local restaurants and try to ensure that these are walker and wheelchair friendly. New suggestions and participants always welcome.

Outside Events: We didn't hold a picnic at Chuck's Sugartree location in September 2015 mainly due to lack of support due to people being away etc. Chuck holds his invitation open for future spring or fall visits.

Chuck and Dick Ensor carried out exploratory research for the Walkersville train trip which included lunch at the Tavern restaurant. This was scheduled for Saturday May 21st and was a great opportunity for a family outing for all CCC members. Carpool was available from the church.

We arranged a visit to the Kreeger Museum for May 10th with carpool available from the church. The intent was to follow this with lunch at a local restaurant.

Spirituality: Gloria arranged leaders from the pastors in our congregation for sessions on Spirituality and Aging after church. The first led by Gordon Forbes on October 11th 2015 had 16 attendees. A second session on April 13th 2016 was led by Ron Rising with 25 participants. These were very much appreciated and we will be continuing with the program every few months.

Retreat: We followed our tradition of an annual Silent Retreat at Dayspring on October 13th. Jeanne and Gloria provided food and looked after clean up. Attendance was down this year but we had a beautiful day and much to share at the end. These retreats are well worth experiencing and even the heron cooperated by posing for pictures!

St Luke Lutheran Church: The organizers of the senior programs at St Luke have generously allowed us to attend movies and other events including an excellent coach visit to Hickory Bridge Farm near Gettysburg last fall when everyone enjoyed the locale and the excellent family style food.

Spring Fling: We held only one event in our Social Hall this year. From November Jeanne Young threw herself into the organization of this effort which was held on April 6th. Ruth Haigh with Helen Hanes again arranged for excellent provisions from Woodside Deli. We managed to keep the door charge at \$10 which left us with a small shortfall of less than \$70.

Many people gave generously of their time and effort to make this a success including Pastors Matt-n-Nae, Pat O'Connor & David Gayer, the Men's Quartet, Ben Gallup via Bob Brown, Gloria with liturgical dance, Nancy Surprenant, Steve Young, and the Tableau team of Audrey, Albert, and Gloria supporting our genius Venus, Jeanne Young who also had her own Prima Donna spot! Neville enjoyed acting as MC for these precocious performers. It was Jeanne who provided the inspiration and glue to hold all this together.

Finances: The Senior Adult Ministry operates on a budget of \$200 each year. We generally spend \$150 of this renting the Dayspring Lodge for our Silent Retreat day. We hope to hold another of these retreats in the fall of 2016. Whilst this can only accommodate 14 persons at one time we always welcome new participation.

Opportunity: Ours is an aged committee with most of the members over the age of 80 and some who have served for over 15 years. We would welcome new committee members or even the formation of a new group to take over the reins.

Blessings and Opportunities abound.

Neville Platt
Senior Adults Co-Chair

CCC BOOK GROUP

CCC's Book Group has been meeting more or less monthly since the year 2000. This is a group of people who enjoy reading and discussing books. We welcome new participants at any time. We read fiction, history, public affairs, and biography. We try to insure that the books are in paperback to keep costs reasonable, and not so recent that they are not yet in libraries.

We meet in one another's homes on a Sunday evening at 7 p.m. We choose our books by consensus, and we have no organized leader (no disorganized one, either). Refreshments are provided by that month's host/hostess.

For the Book Group – Mary Stone

Participants

Jim Conklin
(Chair)

Elizabeth Conklin

Sonja and Stevan Fisher

Winifred Roberts

Jim Walters

The CCC Stewards of the Earth conduct the CCC Fair Trade program and other activities that promote stewardship of the environment and the welfare of God's creation throughout the world.

The Fair Trade "Equal Exchange" program is now in its fifteenth year at CCC, with organic fairly-traded coffee, tea, chocolate, and other items available for purchase once a month after worship. For each pound of fairly traded coffee, chocolate, tea, and foods purchased through the UCC Coffee Project, 15 cents per pound goes to the Justice and Witness Ministries' Small Farmer Fund. That Fund amounted to \$6,644.89 in 2015 alone! Equal Exchange is also committed to supporting sustainable farming methods that help green the earth through reforestation, natural resource conservation and organic practices.

CCC's Fair Trade program uses the proceeds of its sales to help CCC become a better steward of the environment and to assist projects that are part of CCC's ministry. It regularly contributes coffee and tea to Shepherd's Table and coffee to the Board of Church Life for Coffee Hour and other CCC functions. Cash from sales proceeds are used to help pay for CCC improvements that benefit the environment through reductions in energy use.

Stewards of the Earth also works with national and Greater Washington Interfaith Power and Light to educate CCC families about climate change, to encourage them to take political action for the environment, and to facilitate their transition from fossil-fuels to renewable energy.

Participants in CCC Stewards of the Earth activities include Winifred Roberts, Sonja and Stevan Fisher, Jim Walters, and Jim and Elizabeth Conklin.

Respectfully submitted,
Jim Conklin, Chair, Stewards of the Earth

A major effort of the CCC Uganda Ministry Team this year has been to raise funds for health kits for the women and girls of Kobulubulu who are of menstruating age. The kits are made in Uganda and thus provide employment of Ugandan women. The kits also enable girls to attend school when they are menstruating. Without them, each girl misses 4 to 5 days of school each month. Our goal has been to raise enough funds for one kit per woman or girl, or about 60 kits. The contents of the kits are washable and reusable and last the girl or woman for an entire year. The girls and women who use Afripads have experienced a huge difference in their ability to work and go to school without embarrassment, infection, or discomfort. For the small cost of \$35 per kit, the use of Afripads can contribute to the success of girls and women in their schooling and occupations.

At our event on April 10, 2016, entitled “Empowering Women; Educating Girls in Kobulubulu,” a video was shown in which school-aged girls in Uganda told how the Afripads have made such a difference in their lives.

The children of the church school and individual members of the congregation contributed funds to buy books for the families of Kobulubulu. Each family was thrilled to receive two books—the first books any family in the village has ever owned!

An on-going project is the Cassava Project. This project supports the women of Kobulubulu who are venturing into farming and entrepreneurship for the first time. The women have brought in their first harvest this year, and are using the funds to pay educational fees for their children. Our “ears on the ground,” Kiiza Arthur, tells us of the excitement and joy of these women as they take steps to be successful economic producers for their families, their cooperative and their village.

For more information about these projects, contact Lois Stovall, 11408 Symphony Woods Lane, Silver Spring, MD 20901-5030, (301) 570-6965 (h), or go to the website at www.krma-USPartners.org.

Members

Kristen Brown
(CE rep)

Sue Dollins
(Chair)

Tony Ingram
At Large

Ann Marshall
(Deacon's rep)

Doug Redmond
(Trustees' rep)

Bob Tiller
At Large

The Personnel Committee, which reports to the Board of Trustees, is responsible for developing and implementing personnel policies for the church; reviewing/revising staff position descriptions; creating and administering staff evaluations; developing and administering the Safe Conduct Policy; making recommendations on staff compensation and benefits; and advising the trustees and the Moderator of staff request and possible implementation.

The administration of the Safe Conduct policy is an ongoing responsibility of the Personnel Committee. Sue Dollins is the Coordinator. The ministerial staff inform the process by ensuring the volunteers file the forms needed for screening and training.

One of the major goals for this year was to complete evaluations for the following staff members/ministers:

Nae Pearson – Completed

Dianne Abraham – preparation stage and rescheduled FY17

Matt Braddock – delayed and set as a goal for FY17

Gloria Grant – scheduled for FY17

Conference Guidelines for ministerial staff salaries is under review and will be considered for future recommendations. In light of the current push to balance the budget, the recommendation is to offer a cost of living adjustment as new staffing adjustments are considered for FY17.

My gratitude to the following members for their faithful attendance and dedication: Ann Marshall (Deacon's rep); Kristen Brown, (CE rep); Doug Redmond (Trustees rep); and At Large members – Tony Ingram, Bob Tiller and Sue Dollins (chair).

Respectfully submitted,

Sue Dollins

Participants

Jim Conklin
(Chair)
Elizabeth Conklin
Steve Jordan
Dick Meyer
Jane Osburn
Dan Pence
Olen Stephens
Scott Wales
Jim Walters

The CCC Green Team assists and advises the Trustees on issues related to CCC's stewardship of the environment. The Green Team currently meets on the first Tuesday of each month, 7:30-9:00 PM. Meetings are open to any interested member of the congregation.

During the past year, the Green Team completed the installation of special full-spectrum LED bulbs to illuminate the Tate Gallery artwork in the first-floor hallway. It installed LED bulbs in the post-top lights around the 9601 parking lot. Members of the Green Team, assisted by CCC custodians, replaced sanctuary floodlights with LED bulbs and adjusted the fixtures to provide more satisfactory illumination of the pulpit, lectern, and chancel, as well as replacing burned-out chancel ceiling bulbs with LEDs. They also upgraded the enclosed fixtures in the narthex and in the parking-lot entryway with special LEDs designed for use in such fixtures. These new LED bulbs will not only save energy and money; they will last for years even when on all day or all night, or for decades with less use (such as the sanctuary floodlights), dramatically reducing the resources required to maintain these lights.

Green Team members recommended to the Trustees that CCC join a purchasing alliance of non-profit organizations and reviewed a new natural gas contract proposed by this alliance for the Trustees. The new contract should save CCC about 10% on its natural gas purchases. Green Team members are exploring possibilities for procuring an "energy audit" to determine the best options for reducing CCC's energy use and cost, plus a new financing option that may prove useful to CCC for implementing the recommendations from the energy audit. Members are also learning about resources provided by the EPA for tracking and understanding energy use.

Current Green Team members include Jim and Elizabeth Conklin, Steve Jordan, Dick Meyer, Jane Osburn, Dan Pence, Olen Stephens, Scott Wales, and Jim Walters. Others who would like to become involved should come to a meeting or call Jim Conklin.

Respectfully submitted,
Jim Conklin, Chair

Members

Sue Dollins

Susan Gray

Peter Karl

Steve Petersen
(Chair)

Rick Sniffin

Bruce Strand

Jackie Walters

Cyndy Wright Johnson

The Retreat House Committee would like to thank everyone who worked so hard to prepare the house and grounds for the 50th anniversary celebration: Rick Sniffin, Mary Ellen Savarese, Susan Gray, Kathy Stedman, Alison Petersen, Cory Gray, Sam Lehman, Bruce Strand, and Jackie Walters, as well as our West Virginia neighbors, the Davis family. We offer a special thanks to Stuart Kern for making a beautiful new cross for the chapel.

The anniversary celebration itself was a great success with roughly 80 people attending. Pastor Matt delivered a wonderful worship service that included Dr. Nae and Sam Wack leading the chancel choir in musical offerings. A potluck lunch was enjoyed by all and followed by an afternoon of fellowship and activities, including a hayride by the Davis family.

The Committee is pleased to report that it is working closely with the Retreat House Task Force, offering support and assistance as necessary to prepare the house for renovation.

The Committee has voted to make the house self-sustaining and turned in a zero-dollar budget to the Board of Trustees. Over the years, a significant fund has been built from user fees and it is the committee's intent that those user fees continue to be employed in growing that fund as well as covering annual operating costs.

In April, the Board of Trustees approved the opening of the Retreat House on a limited basis (a) to church-sponsored events accompanied by a staff member and (b) to families. Rick Sniffin reached out to the Professional Engineering Group which gave a very clear understanding that the house is safe to use for activities, but that sleeping in the house and use of the wood burning stoves is prohibited. It is, however, safe to sleep on the front porch and in the bunkhouse, as well as tent camping on the grounds. Opening the House remains contingent on the completion and adoption of a Code of Conduct for church-sponsored events, which other entities in the church are working on.

Steve Petersen, Chair

Members

Kathleen Boucher
 Kristin Brown
 Kathy McConnell
 Larry West-Gipson
 Cyndy Wright Johnson
 (Chair)

The Retreat House Discernment Team was formed in late summer of 2015 by the Executive Council with the charge to: Assemble a small group to facilitate a Retreat House program discernment process; coordinate opportunities for the congregation to provide input; and to facilitate a discernment process that will engage the CCC congregation and community in a focus conversation during the fall of 2015 to identify the potential purposes and programs for the CCC Retreat House property in West Virginia. The Retreat House Discernment Team Members were Cyndy Wright Johnson, Kathleen Boucher, Kathy McConnell, Kristin Brown, and Larry West-Gipson.

The Team focused the discussions around three main questions:

1. People who would like to use the retreat house in the coming 50 years
2. Programs that can be supported at the retreat house located in a rural part of West Virginia that intentionally is without cell, Fios or cable coverage.
3. Purpose (Missions and Covenants) that CCC holds in value that can be strengthened by bringing programs and people to the Retreat House and Property.

Discussion forums were held at CCC before and after worship, with small groups and boards upon request, during the Christmas week worship services, and at the 50th Anniversary of the Retreat House in West Virginia. Additionally an online survey was open for two weeks in January to ensure that everyone had an opportunity to provide input. Approximately 125 CCC members and friends provided input during the November – January discussion time period.

Participant shared suggestions for the future of the Retreat House that included both retreat types that have occurred for many decades and retreats with new focuses on building new fellowships, expanded learning about the local history and ecology, and personal growth and healing. Minutes from the January 31st meeting provide more details of the discussions and include the slide presentation with specific examples.

The input from the conversations can be summarized in the following statements. The CCC Retreat House is our second home for worship and fellowship, it is an extension of the Values Mission and Covenants of CCC. This is a place where everyone is welcome – come as you are, come as you can, join us on journeys and stay for as long as you are able.

Respectfully submitted on behalf of the team,
 Cynthia Wright Johnson

– Shared by Cynthia Wright Johnson, for the Discernment Team



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Gwen Garrison, Moderator Elect
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Assistant Financial Secretaries:
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 Michael Breads
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David Main
Maria Montgomery
Ndimyake Mwakalyelye

Buildings and Grounds

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Dianne Abraham, Bldg Adm.
Randy Caswell
Bud Dennie
Ruth P. Haigh
Tony Ingram
Dick Meyer,
Mary Pence

Arts

Stephanie Fitzpatrick, Chair
Laura Boyer
Carl Brandt
Sonja Fisher
John B. Hildebrandt
Maureen Squires
Jeanne Young

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Holly Duff-Massett, Chair
Dianne Abraham, Staff
David Ackerman
Anne Weissenborn

Music Committee

Jackie Walters, Chair
Rick Brush
Marti Hoffacker
(Board of Deacons)
Priscilla Peterson
Sharon Rising
Sam Wack
Jeanne Young

Nominating

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Merlene Bagley, Deacons
Bob Brown, O&E
Don Collins, CE
Melissa Costa, Church Life
Gwen Garrison, Mod Elect
Marjorie Hoffman, BSW
David Main, At-Large
Mary Pence, Stewardship
Jane Weber, At-Large

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Kristen Brown, CE
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Douglas Redmond, Trustees
Bob Tiller, At-Large

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Tom Ault, Chair
Chris Bublitz
Dan Pence
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Jeanne Young

PPRC

Merlene Bagley, Chair
Tom Ault
Elaine Kim
G.K. Meier
Douglas Redmond
Lynn White

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Bud Dennie, Chair
Aldene Ault
Marian Dirda
Sonja Fisher
Ruth P. Haigh
Helen Hanes
Carolyn Hoskinson
Lynne Joseloff
Jill Ortman-Fouse
John Peterson
Priscilla Peterson
Taryn Potts
Carolyn West-Gipson

Retreat House Committee

Steve Petersen, Chair
Sue Dollins
Susan Gray
Peter Karl
Rick Sniffin
Bruce Strand
Jackie Walters
Cyndy Wright Johnson

Retreat House Task Force

Chair, Jim Brown
Trish Esposito
Barry Johnson
Cyndy Wright Johnson
June Leonard
David Lyons
Barbara & Doug Redmond
Rick Sniffin
Bruce Strand
Jackie Walters

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Richardson Scholarship

Anne Weissenborn, Chair
 Lynne Joseloff
 Olen Stephens

Sanctuary Committee

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 Linda Phelps, Co-Chair
 Toko Ackerman
 Jean Caswell
 Randy Caswell
 Sue Dollins
 Valerie Freeland
 Renee Gamez
 Ruth Haigh
 Cyndy Wright Johnson
 Doris Jordan
 Kim Jordan
 Jane Meier
 Karen O'Steen
 Mary Pence
 Barbara Redmond
 Jackie Walters
 Lynn White

Senior Adults

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 Helen Hanes
 Ruth & Bill Kaupert
 June Leonard
 Chuck Mason
 Mary Michel
 Albert Papazian
 Audrey Platt
 Neville Platt, Chair
 Jeanne Young

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 Laura Boyer
 Jim Brown
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 Dirk Fitzpatrick
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 Linda A. Phelps
 Marsha Spieth
 Rosmarie Suitor
 Jim Walters

Potomac Association

Moderator Tim Carrigan
 Moderator Elect Gwen Garrison
 Anne Weissenborn
 Mary Stone (Alternate)

Central Atlantic Conference

Merlene Bagley
 Moderator Tim Carrigan
 Moderator Elect Gwen Garrison
 Jane Osburn
 Scott Wales

Cub Scout Pack 275

Jeffrey Dillen, Liaison

Ministries United
Silver Spring Takoma

Sue Dollins

Shaw Community Ministry

Marjorie Hoffman

CCC MODERATORS | 1944–2016

1944	None	1981	Kaye White
1945	None	1982	Marilyn Meyer
1946	None	1983	Daniel Pence
1947	None	1984	Toko Ackerman
1948	None	1985	Thomas Aldrich
1949	None	1986	Mary Stone
1950	None	1987	Thomas Ault
1951	Norman Wiley	1988	Anne Weissenborn
1952	John Kneipple	1989	David Ackerman
1953	John Raber	1990	Joyce Stockdill
1954	John Williams	1991	Thomas Gustafson
1955	Marvin Perkins	1992	Aldene Ault
1956	Oscar Reed, Jr.	1993	William Prindle
1957	Virginia Thompson	1994	Mary Pence
1958	Robert Perry	1995	Clarence Dennie
1959	F. Lisle Widman	1996	Peg Hood
1960	Wilbert T. Pentzer		
1961	Clarke Fauver	1997 – 1998	James Walters
1962	Ernest Sparks	1998 – 1999	Terry Strand
1963	Eric Jensen	1999 – 2000	Neville Platt
1964	Julia Shelton	2000 – 2001	Sue Dollins
1965	Alan Beals	2001 – 2002	Richard Brush
1966	Bernard Roberts	2002 – 2003	Jackie Walters
1967	Dever Colson	2003 – 2004	David Main
1968	Thomas Robertson	2004 – 2005	Leslie Weyn
1969	Ross Clinchy	2005 – 2006	John Gipson
1970	Berand Bracht	2006 – 2007	Ruth Prindle
1971	John Reese	2007 – 2008	Gordon Forbes
1972	Richard Bohnet	2008 – 2009	Trish Esposito
1973	Janice Kokat	2009 – 2010	Tim White
1974	Robert L. Carnahan	2010 – 2011	Cyndy Wright-Johnson
1975	Alan Beals	2011 – 2012	Tom Gustafson
1976	Elizabeth Thomas	2012 – 2013	Karen Pelham O'Steen
1977	William E. Carnahan	2013 – 2014	Allen Hill
1978	Nancy Kosinski	2014 – 2015	Holly Brooks
1979	Robert Brown	2015 – 2016	Tim Carrigan
1980	Paul Robbins		