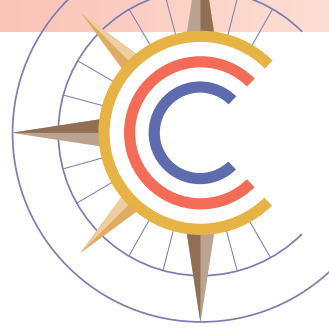


2016 2017

Annual Report

Christ
Congregational
Church

UNITED CHURCH OF CHRIST



PREFACE

Each year an almost herculean volunteer effort mounts to produce the CCC Annual Report. As near as we can, this document attempts to capture an annual snapshot of our activities, events and programs. New this year, it also provides a glimpse into our FY2018 aspirations. Because we aim to provide this document to the membership in May, prior to the annual meeting in June, it is by definition a tad incomplete. Since our fiscal year is July to June, some of the financial and membership numbers are placeholders for subsequent updates that come later in the summer. That said, this is our very best attempt and conveys, without question, the strength and vitality of our faith community.

For the 2017 Annual Report, I would like to thank all contributors of the Boards, Engagement Areas, Committees and Small Group reports. These authors who are often chairs represent some of the best volunteer leaders I have had the privilege to work with this past year. I also want to thank the contributions of the CCC staff who often capture some of our finest ministry efforts and dynamics in our reports.

Finally, this document is more polished because the following individuals provided wonderful editing and design support: Judy Cox, Susan Gray and Sarah Hall Ingram.

Thank you all for the ways you make Christ Congregational Church better each year.

Gwen Garrison, PhD
Moderator 2016-17
May 2017



CCC's Compassion Logo

Featured on our bulletin covers, business cards, and other places throughout the church, CCC's new logo features a compass rose with the words compass & compassion flowing to the east. The logo was designed by Mark Thiel and Judy Cox.

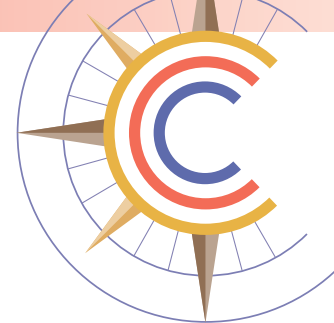
The word Compassion best captures the spirit of how at CCC we embrace and take care of others. To be compassionate is to be affirming.

The word Compass, within the word Compassion is an instrument of direction. It helps guide our path, even when there isn't a clear path marked out for us. It helps us find our true North. The position of the cross at true North, is meant to re-frame the cross not as a symbol of death and resurrection, but as a guide to our behaviors and how we treat one another.

The suffix of ion is important. Mark says, "I wanted it to stand out a bit on it's own, because of its Latin origin denoting action or condition, derivative of the Greek, "to go." I think of compassion as more of a verb than a noun. I consciously 'go' to another person. I connect to the other person through kindness, empathy and understanding. I...'do'...compassion!"

The multi-colored rings of the CCC signify how we embrace people of all races, cultures, ages, abilities, sexual orientations, and gender identities. The rings formed by the CCC, are meant to evoke the image of ripples. Even small acts of kindness can ripple out. We have influence on others. Our acts of compassion may speak to people we have never met or ever will meet.

It takes compassion to take care of ourselves, so that we can become resilient enough to be able to take care of others. It is an act of compassion to stop those that would hurt themselves, others or the environment. In that way, compassion may be the most powerful revolutionary force of all.

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Rev. Dr. Matthew Braddock
Senior Minister

2017 marks my sixth year as your Senior Minister. This past year I have prepared and preached sermons, baptized children, performed weddings, attended church school classes to see our students and teachers in action, planned Bible studies and adult educational offerings, joined game nights and potlucks, driven to hospitals and homes, mentored students preparing for vocation in ministry, celebrated the lives of loved ones who have passed on to live in the spirit of life and love, met people who are considering church membership, communicated our social commitments with legislators, shared plentiful cups of coffee on Monday mornings, and talked with many of you about deep spiritual matters. I have counseled and cried, laughed and learned, and attended lots of meetings and retreats!

Last October, with the departure of Rev. Susannah DeBenedetto, I assumed key leadership of our Cooperative Youth Ministry, programmed in coordination with Takoma Park Presbyterian Church. Each Sunday night we host between 20-25 Middle and High School students for dinner, worship, games and faith formation. CCC also hosted Our Whole Lives (OWL) for 6th, 7th, and 8th grade students. Thanks to the parents who provide dinner, and to the volunteer youth advisors from CCC and TPPC who invest in the lives of our youth: Mike & Jane Weber, Rachel Ivie, Kathy Stedman, Matt Dinkel & Ann Keeler, Marybeth Hastings, Jessica Brown, Kathie McConnell, and Matt Kaiser. And many thanks to Holly Massett, who not only volunteers as a youth advisor, but also coordinates our communication and fundraisers and buys lots of pizza. In July, I will be joining 27 students and chaperons on our Summer Mission Trip to Webster Springs, WV to do housing repair in Appalachia.

Last November, our Black Lives Matter sign was desecrated once again. In response, Rev. Jeffrey Thames of Hope Restored Inc. helped organize a press conference. Local media and various county and national elected officials joined us in offering a word of healing and accountability. We received overflowing emotional and financial support from the community, which helped galvanize our role as an organization willing to take a stand against injustice. Since then, I have spent time in the wider community and in D.C. at rallies and protests, visiting politicians, organizing and promoting events online, and listening to the fears and needs of our neighbors.

Much of my time was spent working with Moderator Gwen Garrison and John Malone shepherding our new governance plan to a vote. Our contract with the Center for Progressive Renewal has now come to an end and we continue the work of shaping CCC into a pliable, resilient, passion-filled church that is able to move into the future with agility and purpose. A thousand thanks to Gwen for her commitment to us and perseverance with us, for her attention to process, and for the scores of hours she has donated to us. I believe our moderators come into office right when we need them. This has been especially true for Gwen's tenure.

In service to the wider church, I end my service as a member of the Committee on Church and Ministry for the Potomac Association. I continue to teach Master's Degree students as an adjunct faculty member at Wesley Theological Seminary in Washington, D.C., and continue on as president of the Academy of Parish Clergy, an international organization that promotes excellence in ministry.

Our commitment to be Christ's church propels us to provide the strongest ministry possible for every age group. We will continue to ask ourselves how we can 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 vigorous, congregation-wide conversations about streamlined church governance, the role of the Retreat House, a strategic staffing plan, the hiring of a new youth director, community engagement, and development 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 partnership with others from around the world. In light of this commitment, by this time next year, I will be on sabbatical. The plan is to use the sabbatical time to form relationships and networks between CCC and the wider immigrant populations in Silver Spring, especially the Ethiopian community. Thanks to Gwen for organizing a sabbatical grant-writing team comprised of Tim Carrigan, Mary Stone, and Karen Lee, who helped formulate and submit a proposal to the Pastor Renewal Grant program through the Lilly Foundation. We will let you know if the proposal is accepted.

I am grateful for the many volunteers it takes to keep CCC's ministries, programs, and ministry teams going strong. For those who support CCC with your time, treasure, talent, energy, prayer, and love, I am deeply grateful and offer my heartfelt thanks. I indebted to our professional and caring ministry and program staff who serve CCC with energy and love: Pastor Gloria, Sam, Dianne, Susan and Chris. Thanks for all you do for us!

Faithfully submitted,



Rev. Dr. Matthew Braddock
Sr. Minister



Rev. Gloria Grant,
Minister for Care
and Community

*“If one part suffers,
every part suffers with it.
If one part is honored,
every part rejoices with it.”*
– 1 Corinthians 12:26

It continues to be a joy to serve as your Minister for Care and Community here at Christ Congregational Church. I believe that transformation takes place when, as a caring community, we answer God's call to minister to each other and that is what I try to do as I provide pastoral care to all of you. Having the opportunity to interact with church members on a regular basis gives me the chance to know each of you better and to hear your stories as you reminisce about the earlier times at CCC.

We become symbols of love as we provide encouragement, support, tangible acts of service and a listening ear. It is important for us to spend time with each other just as it is important to spend time with God to get to know Him better. We cannot care about each other if we do not know each other.

Because We Care Ministry

The Because We Care Ministry of CCC is a welcomed new ministry that gives our members the chance to connect with other members and to be a loving, caring, healing, presence. Sometimes the only thing needed may be a listening ear.

A bonus in being a Because We Care Visitor is the training you receive. This helps to increase your listening skills, how to have a successful visit, how to be observant, dealing with grief and loss, self care and much more.

We have provided two commissioning services for the trained Because We Care Visitors—one in October 2016 and one in April 2017. This gives us 22 more persons providing care to the congregation.

With four teams of Because We Care Visitors now on board, and including the visits I make, we have the potential to minister to 44 members of our congregation each month. There is a planning meeting with the Because We Care Visitors each month where we share visitation experiences and receive new assignments. After the assignments are made, I enter this information into “Breeze.”

Having more visitors to help with pastoral care is exciting and I am thankful to be serving in a church where the members care about each other. Thanks goes to Jane Anderson and the strategic planning team for bringing this ministry to fruition.

Women's Retreat

Keeping with the tradition of having a Women's Retreat for the CCC women, in the fall of 2016, I collaborated with Susan Gray and we planned and facilitated a Women's Retreat at Bethany Beach. The theme for this retreat was “God's Hands.” The highlight of this retreat were the times we spent together and the beautiful psalms that each of the women were inspired to write. You have experienced some of the psalms as they were used in worship.

This spring, we again journeyed to Bethany Beach for a Women's Retreat. I, along with a team made up of Susan Gray, Jeanne Young, Jackie Walters, and Kathy Stedman designed the Women's spring retreat using the theme

“Rejoice with each other;
mourn with those who
mourn.”
– Romans 12:15

“Your Heart’s Compass: A Journey Toward Self-Discovery. This retreat helped us to journey inward to see where we had been, where we wanted to go and to share the stories we had gathered along the way. Many of you may have received prayer sticks which were made at the retreat, to share with others.

The Women’s Retreats are another way to help us to get to know each other. Being away at the beach provided a great venue to learn more about who we really are and to experience each other in new and different ways. I am thankful for the creativity of this team who each brought their gifts and their loving care to make this retreat an enjoyable one.

Senior Adult Ministry

I continue to work with the Senior Adult Ministry in planning events and social activities that will bring the seniors together with invitations for others to join us. I meet each month with the seniors to plan activities. I work with the seniors to plan the silent retreat which, last year, was held at Chuck’s Tree Farm. We continue to sponsor workshops on Spirituality and Aging trying to help all of us to better understand the aging process and what that means as we continue to grow in Christ. Once a month we gather at a restaurant to share a meal and to share with each other. This gathering brings together many from our congregation as we continue to know each other better. With each activity that we have comes an invitation for all members of the church to join us. Our senior adults are wonderful and we need to plan more opportunities for the entire church to get to know them. I thank Neville and Audrey Platt who continue to provide leadership for the Senior Adult Ministry.

Faith Community Health And Wellness Ministry

What a joy it is to work with Kerri Hufford who leads the Faith Community Health and Wellness Ministry. Working with Kerri, we have instituted a monthly blood pressure screening and we have planned workshops to help all of us to learn to live healthier lives. Our workshops on Brain Health, Anxiety and Mental Health (done with the support of Larry Duff) drew many participants.

Annual Church Retreat At Bethany Beach

Each year, members of the congregation look forward to spending a weekend at the beach to enjoy the sun, sand and surf. This is a tradition that has been a part of the CCC culture for many, many years. Over the last 3 years, I have provided leadership for this retreat, bringing small changes to help make it more enjoyable for everyone and continuing with communion on the beach on Sunday mornings. Working with Susan Gray, we have tried to introduce some new ideas/new activities to help to make the retreat more fun for all ages. This is yet, another opportunity to bond with church members.

**“Carry each other’s burdens
and in this way you will
fulfill the law of Christ.”**
– Galatians 6:2

Sisters To Sisters

Meeting with Sisters to Sisters provides a wonderful time of laughter and catching up for the women of the church. We share lunch, we sign cards and we have a wonderful time just being in each other’s company. Led by Joan Boyer, this group is open to all women—so if you care to join us, check out the bulletin for the next meeting date.

Worship

Each Sunday I provide leadership as ordained clergy during the worship service. I also participate in the special services that we have including memorial services and the special services during the liturgical year. I happily greet each person as they enter to worship each Sunday and depart to serve.

Pastoral Care

On most Tuesday afternoons if you look for me, you will probably find me at Riderwood where we have a large number of our congregation residing. With Ruth Haigh accompanying me, we make the rounds at Riderwood visiting our members, sharing with them what’s happening at church, taking them flowers, church bulletins, devotional booklets and communion. Sometimes I join the Riderwood residents at their bi-monthly dinner. I also do visitations on Wednesdays to other parts of Montgomery County to visits others in need of visitation. Visits to hospitals and rehab facilities are on an as needed basis. The Because We Care Ministry has increased the number of our members being visited more often. I thank God for their visitations and for what it means to our members being visited. It is good that we can care for each other in such a caring way.

United Church Of Christ – Potomac Association

- I attend Potomac Association Meetings when there is not a conflict with other responsibilities.
- In July 2016, I completed 12 hours of Boundary Awareness Training offered by the Central Atlantic Conference of the United Church of Christ.
- On February 18, 2017, I successfully completed “Church Hurt: Touching on Conflict Management” Training.
- February 23, 2017, I attended the workshop on Words Matter—Harnessing the Power & Energy of Language.
- On March 10-12, I attended the African American Women in Ministry Conference at the Franklinton Center in North Carolina.
- I received a certificate of completion for “Culturally Sensitive Advance Care Planning” on April 20, 2017 presented by Montgomery Hospice.
- On April 29, 2017, I completed the 8-hour course and am now certified in Mental Health First Aid USA presented by the National Council for Behavioral Health.

Thank you for allowing me to be your Minister of Care and Community.
Pastor Gloria Grant



Sandra "Sam" Wack
Director of Music

As I near the end of my first year as Director of Music, I look back on a very busy year for the choir and me. Thankfully the summer gave me time to ease into my new job. Summer worship music was offered by many soloists/groups, including Ingrid Baynes, Jessica Bland, Megan Repoley, the Men's Quartet, Lynne & Will Joseloff, Pat O'Connor and John Wack. We started the choir year on September 11th with a worship service in the park, with guitars accompanying our voices and a lovely picnic afterwards. On September 25th the choir participated in a Concert Across America to End Gun Violence which was held at Silver Spring United Methodist Church. We joined with people nationwide to "turn up the music to turn down the hate."

On October 2nd, the choir shared with the congregation memories of our summer tour to the Czech Republic and Germany. We sang our favorite pieces from the tour and talked about some of the highlights, especially our trip to Terezin, a Nazi holding camp, where we offered a song in the courtyard for all the victims who had passed through the camp.

We were very lucky this year to have two amazing organists/pianists enhance our worship experience – Sharon Rising and Clarice Snyder. They provided wonderful service music and organ accompaniment for the choir. Thank you both for sharing your talents with us.

The new Children's Music Time was a great success, led by Spencer Clark, Lynne Joseloff and Leona Ripple. The group met in the morning before worship and learned many new pieces, including hymns, as well as children's pieces. They also participated in several services during the year, joining with the Chancel Choir at Christmas and Palm Sunday, and singing on Mother's Day.

The CCC Strings joined us for the Thanksgiving service, playing the prelude and postlude, led by Jane Weber. The Flute Ensemble, under the leadership of Lynne Joseloff, played during an Advent service, and also provided music on Christmas Music Sunday and Memorial Day Sunday. The Cello Ensemble also joined us for several services this year, under the direction of Sarah Cotterill.

Christmas Music Sunday was a glorious celebration, with a brass ensemble participating in the services, as well as oboe, tympani and percussion. The Children's Choir joined the Chancel Choir in the 9:00am service on a piece entitled Christmastime. Christmas Eve was celebrated with two services. The first, a family service, had the church's many young instrumentalists playing familiar carols in the chancel while the nativity story was acted out. The second service, with the Advanced Orchestra joining the choir, was an intimate service with soloists on guitar, flute and violin.

During March, the Acoustic Band made its debut. The ensemble is made up of guitar, mandolin, drum and accordion players. The congregation seemed to really enjoy this type of music and sang their hearts out. Thanks to Peder Maarbjerg for organizing this group!

Easter week, with the start of Palm Sunday, was a music-filled time. CCC held a Maundy Thursday service, which is always very emotional. The Chancel Choir participated with Silver Spring United Methodist Church and the Takoma Park Singers in a Good Friday service where we performed the Duruflé Requiem, with Mary Ann Willow on organ. Ingrid Baynes beautifully sang the Pie Jesu movement. As always, it is a joy to sing with this nearby church choir, and something we look forward to every year. Easter Sunday the choir sang joyfully at two services, joined by the Advanced Orchestra.

Mother's Day Sunday was celebrated with a children-led service. An orchestra of all children played the prelude and postlude, as well as hymns.

I am grateful to the Music Committee, and especially its chair, Jackie Walters, for its support this year. They helped with planning several outside concerts we sponsored with Voices XXI, pianist Rachel Franklin and the Capital Ringers. They also provided lots of ideas and feedback to me, which was critical in the performance of my job.

I am extremely grateful to Ann Marshall and Barbara Redmond (and their husbands Dave and Doug) for managing the distribution and collection of music, which is no small task. They've helped me find music when I didn't know where to look, and they've kept the music well-organized. I appreciate them beyond measure.

I am also very appreciative of several others: Lynne Joseloff, who accompanied on many choir pieces this year; Jane Weber, who helped out with conducting during my absences and also accompanied on violin; Meleny Weber playing cello; Jim Brown on violin; Phillip Woods singing a tenor solo; and John Wack, who helped me in every aspect all along the way.

Respectfully submitted,
Sandra "Sam" Wack



"Miss Chris" Braddock :)
Interim Church School
Superintendent

People often ask me, "What makes the CCC Church School work?"

"You can easily enough see how this kind of thing works by looking no further than your own body. Your body has many parts—limbs, organs, cells—but no matter how many parts you can name, you're still one body... The way God designed our bodies is a model for understanding our lives together as a church: every part dependent on every other part, the parts we mention and the parts we don't, the parts we see and the parts we don't. If one part hurts, every other part is involved in the hurt, and in the healing. If one part flourishes, every other part enters into the exuberance... You are Christ's body—that's who you are!" — 1 Corinthians 12: 12–13 ; 25–31

We are CCC Church School—that's who we are! :)

What Are The Basics?

- 52 weeks: 26 Church School Lesson Weeks, 8 Communion Sunday Service Activities, 11 Summer Church School Events, 6 Holidays off and 1 Registration Sunday.
- 99 students: CCC's current enrollment of registered participants (Nursery – 8th Grade).
- 35 students: average weekly student attendance.
- 46 volunteers: serving as Teachers, Shepherds, Nursery and Children's Music Time Leaders.
- 18 volunteers: the weekly number of Teachers, Shepherds, Nursery and Children's Music Time Leaders needed on a typical Sunday.

What's Been Done?

Working together as a great team of Superintendent, Teachers, Shepherds, CE/ Spiritual Formation Liaison, Church Management gurus, Office Staff and Pastors, we've accomplished the following and more since August:

- Breeze training and implementation to the Church School Program
- Teacher and Shepherd recruitment, training and weekly support
- Safe Conduct background checks, training and weekly protocol implementation
- Registration of children and youth
- Class rosters and attendance lists created and maintained
- Weekly family contact on Sunday mornings, bulletin announcements and eblasts
- Communion Sunday service projects- UNICEF collection, Diaper Bank, Toiletry Drive, Because We Care cookies, Card making, Giving decisions, Seed planting...
- Xmas Eve Pageant, Bible Sunday, Palm Sunday Parade, Easter Flower Cross
- Curriculum orders and assessment
- Upcoming Teacher/Shepherd Recognition and Celebration Pool Parties
- Upcoming Summer Church School

Who Did All Of This?

CCC's amazing team of Superheroes!

Teachers: Kerri Hufford, Susannah Beals-Simon, Julie Ryan-Silva, Leah Quin and Alison Petersen (Little Lambs); Cheryl Simmons and Paul Gieser (Big Lambs); Jim Stedman and Kathy Stedman (K & 1st); Rebecca Adams and Olen Stephens (2nd & 3rd); Geri Brennan, Kari McDonough and Denise Noah (4th & 5th); Trish Esposito, Paul Majarowitz and Holly Stephens (Middle School).

Shepherds: Claire Barry, Nate Braddock, Elizabeth Conklin, Jim Conklin, Emily Costa, Judy Cox, Karen Hawk, Jackie Bahn-Henkelman, Brian Hufford, Addie McDonough, Joy Petersen, Joseph Ripple, Nancy Surprenant and Elaine Tiller.

Nursery Staff and Volunteers: Dwelley Gardiner, Kristen Brown, Aldene Ault, Claire Barry, Stephanie Fitzpatrick, Maggie Hawkins, Cyndy Wright-Johnson, Daniel Vogelsang and Lindsay Vogelsang.

Children's Music Time Leaders: Cherry Hunsaker-Clark, Spencer Clark, Lynne Joseloff, Ann Keeler, Leona Ripple and Sam Wack.

Special Thank Yous

- Kristen Brown: The Unsung HERO of CCC's Spiritual Formation Programs
- Olen Stephens, Jane Meier, Trish Esposito: Communion Sunday Projects/Readers
- Pastor Matt and Pastor Gloria: Pastoral Support
- Susan Gray, Dianne Abraham and the Office staff
- Jim Stedman: Teacher Training
- Sue Dollins, Background Checks
- Gwen Garrison, Dave Main, Alison Petersen and John Malone: Breeze Orientation
- Elaine Tiller and Montgomery Hospice Kids: Teacher Training and Support
- Bruce Strand: Retreat House Seed Planting Project
- Anyone else that goes above and beyond for church school
- AND THE CHURCH SCHOOL STUDENTS, PARENTS and VOLUNTEERS who ARE the heart and soul of this program!

Remarks:

As an Interim, I committed to observe and consult with CCC concerning the newly written Church School Superintendent job description and its realities. Here are a few remarks:

- Since being hired last August, I spend on average 10.75 hours/week working in the areas of Administrative Duties (2.75 hrs), Teacher Support (3.75 hrs), Family Communication (2.25 hrs) and CE/Staff Liaison Work (2 hrs). The ten hours are adequate, yet there always seems to be more that could be done. Reflecting on the past 10 months, I feel that for Organization and Maintenance of the CCC Church School program, a 15 hours/week position could work quite well.
- I am quite concerned about the Ministry needs of this program not being met by a “superintendent only” position. I have spent well over 15 hours of cumulative overtime on what I would categorize as purely ministry needs for our teachers and families. Several circumstances arose throughout the year that needed an experienced Children’s Minister’s attention. Pastor Matt and Pastor Gloria simply do not have the bandwidth to attend to these types of needs with the depth of care that a person designated for the Church School Program at large was in position to attend to.
- Along with the amazing volunteer staff we already have, it would be great to add even more diversity of races, cultures, ages, abilities, sexual orientations and gender identities into our church school staff community.

In closing, let me say once more how EXTREMELY thankful CCC can be for the volunteers, students, parents and congregational support that surrounds the church school program.

Respectfully submitted,
“Miss Chris” Braddock :)



Dianne Abraham,
Church Administrator

2016-2017 has continued with a busy facility pattern. We saw a reduction in the number of weather related crises, as we did in the previous year. The highlights below represent a small portion of facility activity. Routine Maintenance issues are consistent with 2015-2016 levels and we focused this year on beginning to catch up on major maintenance projects, previously deferred due to lack of income.

Plumbing

We've continue to experience repairs and replacements for plumbing fixtures, particularly on the basement level, daycare rooms. The Green Team undertook a plumbing upgrade recommended by the energy audit they conducted this past year – replacing aerators in restroom faucets. Olen Stephens, Green Team member, took on this project. One faucet was so caked with mineral deposits that replacing the faucet was necessary. Remaining faucets were outfitted with aerator parts.

This May, we are working on the window well piping replacement discovered last year, a major maintenance project. Last spring we discovered we had a major break in the underground pipe under the parking lot window well system. A boulder was lodged on the pipe, crushing it at one point so that only minimal drainage of water was possible. Tree roots had also invaded the system requiring a clean out which allowed drain professionals to find the boulder.

The work will take three to five days, depending on what is found with excavation. The project requires excavation of sidewalk, removal of plantings along the window wells and disassembling of one ground light and disconnection at the circuit. Approximately ten feet of pipe will be replaced.

After the work is complete, we need to remove the tree in the Gilbert Garden. The tree's roots have been identified as a problem, in addition to the source of the problem, the boulder that crushed the pipe. Determining where the boulder came from and insuring there are no others nearby underground will be a part of the investigative work of excavation. Pipe replacement is critical to keeping water out of the basement level. Removal of the tree is critical to halting tree root migration.

HVAC

Regular routine maintenance quarterly checks have been the norm this year. Several fan coil unit parts have required replacement, but we have avoided major rebuilds of fan coil units and other possible crises. A mild winter helped. So far, no major work has been needed on the chiller unit and during the winter's cold snaps we avoided any trouble with fan coil units in the mechanical room by adjusting heat settings to run 24/7.

Repair and Rebuild of Sanctuary Steps – continuing work:

Last spring the Colesville masonry steps were repaired and portions rebuilt. This year iron railings were repaired and repainted. Fortunately this was accomplished without the need to rebuild any portions of the railings.

A major problem was discovered with the portico columns which necessitated a stabilization and rebuild of steel fabricator supports to insure water cannot migrate to column interiors. The instability of the columns was discovered by the contractor as the portico steps were rebuilt. The problem was due to the structure of the columns as they were initially built some sixty years ago. Getting this issue addressed and resolved has been a sizeable and critical major maintenance project.

Technology/IT

We have one old system phone console to replace; all others have been updated. We will be replacing our audio visual portable screen, but have postponed the purchase of a second projector, which is recommended for the busy portion of the church year, September through spring. As monies are available in this new church year, we will address the issue with the counsel of our audio visual consultant. We have had the usual amount of IT technician queries relating to individual computers and e-mail difficulties, but on the whole this has been a quiet year on the IT front.

Fire Alarm System

Thus far, no major compromises to the main fire panel. We have had the usual replacement of some parts and fire extinguishers due to age. Sprinkler backflow inspections have been normal; no rebuilds necessary.

Elevator and Handicapped Lifts

We experienced a major repair to the basement level lift – part replacement for lift mechanism. Elevator and both lifts passed inspections with no major repairs or retrofits necessary.

Repairs

As we experienced last year, the dishwasher and ice machine in the Social Hall kitchen have needed small repairs and part replacements. We now have a maintenance agreement for the dishwasher and this has saved routine maintenance dollars on that piece of equipment in particular. The kitchen range has needed a few replacement parts, but no major repairs or overhauls have been needed. Stove hood tests/inspects have been normal.

We replaced a window in the Children's Library, broken with an attempted and unsuccessful break-in. Police reports were filed and police were on-site to investigate

and document. Security updates are under review. We will be replacing a panel of glass next to the social hall doors, broken on an April Sunday morning due to exuberant child play. We anticipate payment help from the family involved.

Building Use

Building Use has remained constant this year with the same organizations and individuals using church space along with the addition of new users. Music recital use and non-profit use remains at previous year levels.

Looking at transitioning some users to leases and investigating the wisdom and practicality of adding another worshipping congregation are two areas to investigate in the 2017-2018 year. We continue to receive queries from smaller congregations to rent church space.

The one exception to continuing facility use at CCC has been the Y Karate program. After many years at CCC the Y Karate program folded late winter, due mainly to the Y's inability to maintain a dynamic instructor and adequate enrollment, after the retirement several years ago of their long-time and very popular instructor. As it has turned out, CCC has needed the social hall space on Saturdays for a variety of church related activities and service receptions. The Y paid for use during the time they used the space.

Custodial Staffing

Two part time custodians moved on to full time positions in another field: Irvin Harried and Charles Kemp. Both were offered opportunities from former employers or professional contacts.

We miss them, but wish them all the best. John Rogers is the new part-time Friday evening, Saturday and Sunday custodian and he will assume Monday evening coverage when Zoe Braddock leaves for college mid-June. We welcomed John to the custodial team in April.

Purchasing Consortium

Networking with consortium membership has been very helpful. We have learned of new vendors and in particular, will be looking to the consortium to help with a new and less expensive trash collection vendor in the 2017-2018 year.

Dianne Abraham,
Church Administrator



Gwen Garrison
Moderator, 2016–2017

It has been a very full and dynamic year at Christ Congregational Church. This report captures our activities in two parts: 1) focus on governance change and 2) other accomplishments from the volunteer leadership team.

Governance Change

As many of you know, we embarked on a journey to streamline our volunteer leadership governance model. Our previous model served us well for many decades and allowed us to accomplish many things such as our building renovation, calling a new pastor and embarking on new social witness areas. We face new realities and some serious challenges in the areas of membership, pledge giving, and volunteer leadership staffing. We needed some change to help focus and become more agile to respond to our internal members and external community needs in a more timely process.

We really began this journey five years ago when a group of courageous volunteers began to align our ministry areas into key themes. Then in 2016, we hired the Center of Progressive Renewal (CPR) who provided us with two consultants: one to assess our community both internally and externally and a second to provide a year-long coaching engagement with the leadership team.

Then with the help of CPR we convened a leadership retreat and began the work of imagining a new leadership structure. We first needed to suspend our current governance to free ourselves from our current structural constraints. After two Town Halls where over 120 members attended we suspended our Constitution and By-Laws in two ways: nominating process and the Board level structure. We moved into a combined Executive Council & Board of Trustees group and called ourselves the Coordinating Council. The congregational graciously permitted us until January 2019 to continue to sort out the details of the structure.

Over the last four months, the Coordinating Council, consisting of 30 members, worked through more meetings and another leadership workday to further slim down to 15 members including the senior pastor. The Council looked to framing concepts such as “agile decision,” “learning organizations,” and “metaphors” to help us think creatively. One of the core guiding principles is to have the Council focus on strategic and church business issues, thus allowing the ministry areas a more flexible approach to creating programming that serves each other and our community.

The next step in our work is to recreate the secondary structures to support the volunteer leadership. This includes possibly mini-teams on our property, personnel, budget monitoring, fundraising and volunteer leadership recruitment. I remain grateful to all the members of the FY17 leadership for their dedication and support in this endeavor.

Other Accomplishments of the Volunteer Leadership Team

As any moderator will tell you, there are always things that need special attention in a given year. These usually require a special team of volunteers who can bring the necessary focus and recommendations in a short term cycle. This year we had three such events listed below:

Security Task Force: After several incidents of vandalism breeched our physical building security, we convened a task force to examine where and how we could improve our building safety. The task force, led by John Wack, At Large Council Member, did a wonderful job prioritizing our needs and making recommendations. Most of these have financial implications so after accepting their report the Council handed off to the FY18 Budget team for review and possible incorporation in our property maintenance plans and capital spending allocations. My gratitude extends to the other task force members: Larry Duff, Tony Ingram, Jim Walters and staff members Dianne Abraham, Pastor Matt Braddock and Susan Gray.

Pastor Matt's Sabbatical Proposal Team: It is hard to believe Pastor Matt has been with us six years this past March. Per his contract, and certainly for his refreshment as our pastor, we want to support his sabbatical time to occur after his seventh year in ministry with us slated for the spring and summer of 2018. Tim Carrigan, past moderator, led a wonderful sabbatical proposal team that included Mary Stone and Karen Lee. The team submitted the proposal to the Lily Foundation for funding support and we all eagerly await a decision in August 2017.

Property Maintenance Contract Review Team: One of our core assets is our building often referred to as "9525" to distinguish it from the other property assets we are fortunate to have. Our building requires dedicated attention with the support of vendors who help us maintain the HVAC system, painting, carpets, landscaping and other components required to operate a commercial level building. From time to time we need the volunteers assist the Church Administrator, Dianne Abraham, in reviewing maintenance contracts to see if we are being assisted by the most capable contractors. I am grateful to Marilyn Hall, Trustee member to Coordinating Council, who led a team that included Jim Conklin, Bridgette Dougall, Tony Ingram, and Jim Walters to review a new proposal. The team concluded that our current vendor support was adequate for our existing needs.

Finally, it was a pleasure to serve as your moderator and as I have indicated will continue the journey forward in to the coming year. It was indeed an exciting and joyful time to be a part of our vibrant church community.

Gwen Garrison, PhD
Moderator 2016–2017



Susan Hill and
Jackie Walters

Archivists seek to preserve organizational history by protecting and organizing materials that illustrate that history—and 2017 saw a renewed effort to preserve CCC's documents and records. We are indebted to William (Bill) Carnahan who passed away in January. In 2000-01, when our building underwent renovation, Bill took CCC's historic documents home and spent months organizing them and creating an archive.

Many volunteers helped with projects this past year:

1. Assessing what materials have been placed in the room;
2. Sorting, filing and weeding series such as bulletins, staff records, newsletters;
3. Creating a catalog of existing series and formulated methods for adding series;
4. Creating a Records Retention Schedule in consultation with Susan Gray, Executive Assistant, and Gwen Garrison, Moderator;
5. Researching and pricing a fire-proof, water-resistant safe for preserving irreplaceable and essential records such as deeds, blueprints, shop drawings, and original documents of a historical nature, such as CCC's original charter and Articles of Incorporation. A request for memorial funds in the amount of \$2571.00 to purchase this safe was submitted to the Board of Trustees on November 11, 2016, but no action has been taken.
6. Karen O'Steen and Priscilla Peterson are retrieving Jubilee Year (1994) materials from non-archival scrapbooks and consolidating them into an archival quality scrapbook;
7. Sarah Ingram has volunteered as a "file clerk" to work on sorting and filing projects;
8. Arts Committee chair, Stephanie Fitzpatrick, reviewed paintings and photographs and made suggestions on what to keep.
9. Pastor Matt Braddock weighed in on retention and of worship-related materials.

To continue this important work, CCC must invest in archival quality materials. The archivists are working on a proposal to obtain funds, needed immediately, to (a) file existing materials before the "pile" grows and becomes completely unmanageable (again); (b) capitalize on volunteer interest; and (c) catch up on years of neglect.

One outstanding need is converting outdated media such as film and videotape to modern, stable platforms. These include a historic film about the building of our church, considered by the denomination as a major step in establishing the United Church of Christ in the fast-growing D.C. suburb of Silver Spring; vinyl records made by the Chancel Choir of sacred music and an opera written by CCC's long-time Music Director, Al Neumann; and several all-church musical productions. There are several scrapbooks that need to be converted to archival quality materials. Volunteers are needed, and members are encouraged to contribute memorial gifts toward this effort.

The Archivists thank Moderator Gwen Garrison for her interest in records retention and historical preservation. Gwen invited us to make a presentation to the Executive Council and, with Church Clerk Sarah Ingram, spent many hours developing records retention guidelines for document preservation.

Susan Hill & Jackie Walters



Clerk of the Rolls Preliminary Annual Report

David W. Main – May 16, 2017

	<u>2015-2016</u> July 1- June 30	<u>2016-2017</u> July 1-May 15
TOTAL MEMBERSHIP	July 1 - 524 June 30 - 464	July 1 – 464 May 30 – 466
MEMBERSHIP INCREASES		
By Letter of Transfer	2	0
By Affirmation	9	9
By Confirmation	5	0
Total Increases	16	9
MEMBERSHIP DECREASES		
By Death	13	6
By Request	5	1
By Church	4	0
By Letter of Transfer	5	0
By Transfer No Letter Requested	6	0
Moved to Inactive Status by Request	0	0
Moved to Inactive Status by Church	43	0
Total Decreases	76	7
ATTENDANCE AT WORSHIP		
Average per Sunday	176	x
weeks	52	x
MONTHLY RECORD		
Highest Month of Attendance	12/2015 – 1275	12/2016 - x
Lowest Month of Attendance	7/2015 - 478	7/2016 - x
Lowest Sunday of Attendance	2/16/2015 - 85	x - x
Easter	379	x
Christmas Sunday	12/20/2015 - 401	12/25/2016 - x
Christmas Eve 5:30 pm	223	x
Christmas Eve 9:00 pm	226	X

Clerk of the Rolls Preliminary Annual Report

David W. Main – May 16, 2017

SERVICES PERFORMED BY MINISTERS

Baptisms	6	3
Funerals and Memorial Services	6	6
Weddings		1

MEMBERSHIP INCREASES

NEW MEMBERS (9) July 1, 2016 -May 15, 2017

Demain Ahn	Tim McAdams
Natalia Ahn	Cheryl Simmons
Claudia Bach	Clara Simmons
Estelle Franklin	Denise Sollo Noah
Kathy McAdams	

MEMBERSHIP DECREASES

DECEASED MEMBERS (6)

Averell Bethke	Barry Johnson
William Carnahan	Bill Kaupert
Janice Dennie	Richard Skinner

MEMBERS TRANSFERRED LETTER REQUESTED (1)

Gretchen Hathaway

**Minutes of the Annual Meeting of
Christ Congregational Church UCC
June 5, 2016**

Moderator Tim Carrigan called the meeting to order at 11:52 a.m.

The Moderator appointed Dan Pence as Parliamentarian and Betsy Thomas and David Bell as tellers and declared a quorum.

Senior Minister, the Rev. Dr. Matthew Braddock, offered an opening prayer.

Tim reviewed the agenda. Without objection, the agenda was approved.

Adoption of Minutes

Jackie Walters, Church Clerk, moved the adoption of the minutes of the 2015 Annual Meeting. Dave Ackerman seconded the motion. The motion carried.

The Church Clerk moved the adoption of the minutes of the Congregational Meeting on January 31, 2016. Bill Kaupert seconded the motion. The motion carried.

The Church Clerk moved the adoption of the minutes of the Congregational Meeting on March 13, 2016. Betsy Thomas seconded the motion. The motion carried.

Adoption of FY2015-16 Annual Report

The Moderator asked for any changes or corrections to the Annual Report. Judy Cox will be making technical changes to the report related to the leadership roster, and the report will include the final report of the Treasurer for the fiscal year.

Barbara Callander moved the adoption of the Annual Report as amended; Dave Ackerman seconded the motion. The motion carried.

Report of Clerk of the Rolls

Since the preliminary report was included in the Annual Report, Dave Main noted a number of changes that have occurred since its publication. On p. 17, (1) Total membership as of May 4 should be 468 (not 471) and (2) the total number of Membership Increases is 17 (not 11).

The number of deaths increases from 10 to 13 with those of Gerald Cox, Pennie Harvison, and Katherine Mason. As of today, there are 507 members after deaths, transfers, and removal to inactive status. Mary Stone moved to adopt the Clerk of the Rolls report; Susan Hill seconded. The motion carried.

Report of the Retreat House Task Force

Rick Sniffin provided a brief summary of the work to date and next steps. Engineers have been out to the house; upon completion of their report, Reader & Swartz will develop 65% complete construction drawings. The Task Force will work with architects and builder to review and refine the plan. Once approved, drawings will go out for pricing. Rick reported on the

Hampshire County Health Department's report that it has no interest in the septic field or the kitchen plans. Need to install a culvert over a drainage ditch – State Highway Dept. [Use Kevin's email]

Congregational Strategic Planning – Next Steps

Moderator-Elect Gwen Garrison stated that, in April, Tim asked her to provide continuity as the point person for planning and processes following receipt of report from the Center for Progressive Renewal (CPR). Her remarks for this Annual meeting focused on three points: how we are sharing that report, what are the initial next steps with the report and my brief comments about two key highlights.

The constitution vests the Executive Council with the function of recommending church-wide priorities to the congregation. With that in mind, we received the CPR report from Bill McKinney late last week. After review for factual accuracy of the content and polishing it for readability, it was sent out to the FY16 Executive Council members. At tomorrow's EC meeting we will discuss the report with Bill McKinney and then release the report in full to the entire CCC membership.

Our initial next step is to reconvene the Planning group, who will identify the necessary Ministry Teams to explore, investigate and recommend actions. These task groups will be given charges and timelines to complete their work hopefully in time for this fall's Executive Council Retreat. From that point we hope to move forward with recommendations and ramp up our communication activities to share in the journey together.

Finally, Gwen indicated she read and digested the report in several intervals and concluded "there are lots of rich description and comments for us all to talk and engage each other in the assumptions, recommendations and ideas. Here are two that stand out for me."

1. Dr. McKinney devoted several pages to describing the two-mile radius around CCC as a rich field for mission engagement. Listen to these stats: 6-10 people are unaffiliated with a church and, 1/3 or 2, could be affiliated with a little coaxing. Given that there are approximately 110,000 people in Silver Spring this means about 20,000 people. If we seek to engage and draw into our membership just 1/2 of 1 percent we would double our annual membership intake. Gwen thinks this is a worthy and doable goal and that "We should be the light on the hill, a beacon of progressive religion in covenantal community."
2. Our business model to get things done has served our church very well through the first fifty years. It contributed to our longevity and stability. But times are changing around us and we need a new model of getting the necessary 'business' of the church done that accentuates new ministry endeavors in the next ten years. Our current structure, finely tuned for a past cultural moment, now burdens and tires us. In order for us to care for ourselves and those in our wider Silver Spring radius, we need to release ourselves from the older model and seek through the Spirit a new model. Gwen shared her confidence that "we can discern this together, setting our eyes on the result will release into us joy and vision. Much more is to come."

Finances

Treasurer's Summary Financial Report: Dean Ripple, Treasurer, presented a narrative summary of the financial report. He indicated many numbers presented reflect information through April 30, 2016.

- Income for current year is on track; pledge income is as expected; and loose plate and regular non-pledge contributions are also as expected.
- Personnel was under-budget due to delayed hiring of the Cooperative Youth Minister and Office Assistant, but those savings were offset by unexpected emergency capital expenses (*e.g.*, replacing the water heater).
- While there is a small surplus, there is not enough money to meet obligations to the Retreat House; endowments have dropped due to the national investment return picture; meeting operating expenses will remain a challenge.
- CCC's assets besides our buildings include these endowment funds (Tate Fellowship, which supports the Unified Budget); unrestricted endowment (funds from which the congregation approved using to retain the Center for Progressive Renewal; and other endowments (*e.g.*, music, scholarship (Ruth Richardson))).
- Big change this year is what the church owes: (1) Sun Trust loan (mortgage) is \$0 this year compared to last year -- \$58,124; member loans are down \$10,000.

Presentation of the Proposed Budget for FY2016-17: John Gipson, Chair of Trustees, first presented some background on the budget describing how we got to where we are today.

News – The good news is CCC has no mortgage; our only indebtedness is \$82,500 in member loans. Last year's budget was passed with a \$45,000 deficit; we expect the year to end with a small surplus. Our building serves us well; we have a vibrant, healthy congregation.

John described the “not so good news”: Last year CCC had more obligations than assets, and it was borrowing money from restricted funds to pay bills, *i.e.*, spending money the church didn't have in operating funds to meet our obligations.

While the cash situation has improved, CCC simply cannot fund a deficit budget. The church needs \$150,000-\$200,000 in cash to pay bills and to handle unforeseen contingencies.

Trustees' Draft Budget – January 2016 – To help establish goals for the annual stewardship campaign, the Trustees prepared a draft budget in January. Notable changes included:

- (1) An increase of \$10,000 from the current budget for major maintenance because the Trustees believe \$40,000 is a realistic number to begin taking care of needed repairs on the building.
- (2) The Trustees also had a goal of planning to pay off member loans.

The Trustees concluded that \$685,000 in pledges were needed to support the draft budget. As of today, current projected pledges are estimated at \$600,000, leaving an \$85,000 shortfall.

Pledge History – John then reviewed CCC’s pledging history. While there has been a continuing decline in the number of giving units (from over 300 in 1992 to around 150 today), pledging continued to increase until about 2008. Since 2008, pledge income has been somewhat erratic, but the trend is toward a steady decline.

Expenses – Using a pie chart, John demonstrated most of the operating budget (56%) supports payroll. He noted CCC’s Constitution requires a 10% tithe from the operating budget to support the denomination (Our Church’s Wider Mission (OCWM)) and to the Potomac Association, the local organizational component of the United Church of Christ (UCC).

Budget Exercise – John described the budget exercise the Trustees developed to engage the congregation in setting priorities and determining what the operating budget should fund.

1. Trustees developed assumptions they thought most members could agree on:
 - Keep the Senior Minister
 - Pay for maintaining the building
 - Abide by our constitutional requirement to give 10% of operating budget to OCWM
 - Keep program budget the same
2. The Trustees zeroed out everything else and developed an exercise to engage the congregation in identifying priorities and ways to meet the \$85,000 gap between pledging and the need for a balanced budget.
3. John specifically addressed two major staffing changes emerging from the exercise that helped reduce the shortfall:
 - a. Sam Wack offered to serve as the sustaining Director of Music on a half-time basis for the next fiscal year;
 - b. Eliminating the Minister of Christian Education half-time position and creating a church school superintendent stipend position

John concluded his remarks with the observation that if income doesn’t change, next year’s situation will be the same.

Responses to Questions

- Church School Superintendent position is budgeted for a \$10,000 stipend (10 hours per week)
- Eliminating the Assistant Director of Music position (which Sam currently holds) for the coming year; the future for that position depends on income
- Matt asked that questions about staffing await Bill McKinney’s report since a future staffing model may be quite different from what it is now.
- Jackie Walters, Music Committee Chair, indicated the Music Committee will be meeting later this summer to look at potential gaps in the program, including leadership of the Chapel Choir, and consider how best to meet them.

- Gwen addressed ongoing conversations about special fundraising outside the unified budget. The Board for Social Witness will be liberated from the special fundraising process because it needs to raise money for the church's missions; other groups will continue to work with the Moderator-Elect within the existing process.
- The Center for Progressive Renewal report addresses neighboring demographics that might support CCC's outreach to, and engagement with, them.

Review of the Proposed Budget – John made the following points:

- Assume *actual income* from pledges will be \$582,000
- Amounts provided for other income (rents, plate offering, assumption of increase in income from non-pledge regular givers) is based on historical tracking of data – those numbers have been consistently rising
- Mission giving – the amount set by Constitution is fixed; the Trustees propose \$5,000 for Social Witness discretionary funds (down from \$13,400 in the previous year)
- Reduction of \$66,000 in personnel costs from the previous year by eliminating two positions; by reducing the Director of Music position to half-time; and by not providing a COLA
- Utility costs were down but maintenance costs were up due to unforeseen emergencies and deferred, preventive maintenance, so adjustments to those items were made on that basis
- Program expenses remain essentially the same

Responses to Questions

- Reviewed the details of personnel expenses (staff, custodians, substitutes and guest organist)
- \$1,000 was allocated to Riderwood; it is for transportation reimbursement for numerous pastoral visits

John moved the adoption of the proposed budget of the Board of Trustees. Mary Pence seconded the motion. No further discussion being proffered, the motion to adopt the proposed budget for FY2016-17 passed with 4 abstentions and no nays.

Tim offered words of gratitude for collaboration between the Boards of Trustees and Stewardship, for the excellent communication among those concerned with developing a balanced budget, and for the level of congregational engagement in the budget process.

Elections

Report of the Nominating Committee: Olen Stephens, Nominating Committee Chair, noted the proposed leadership roster is posted. Many new members agreed to serve. Olen believes having fewer positions to fill will be beneficial. He briefly reviewed open positions.

Mary Pence moved the adoption of the slate presented by the Nominating Committee. Allen Hill seconded the motion.

Discussion

- Olen read the names of the candidates for officers on the slate.
- Dean Ripple strongly encouraged someone to volunteer for the Auditor position.
- David Main reviewed the number of vacancies on each board.

Hearing no further discussion, the Moderator called for a vote and the motion carried with 1 abstention.

Tim thanked Olen for his leadership as chair of the Nominating Committee.

Transition

Tim introduced Gwen Garrison as the new Moderator. In her remarks, Gwen acknowledged the spirit of Past Moderator, Holly Brooks, who invited her to accept the position and advised her to “surround yourself with people who care. Gwen acknowledged Alison Petersen and John Malone, new Moderator-Elect.

Gwen thanked Tim for his inclusive leadership and mentoring and presented him with an apron from the 2016 Executive Council (Tim is an enthusiastic baker). The congregation showed its appreciation for Tim’s work as Moderator with a standing ovation.

The Rev. Dr. Matt Braddock offered a closing prayer.

Following a motion to adjourn, a second and an affirmative vote, Gwen Garrison, Moderator, adjourned the meeting at 1:14 p.m.

Respectfully submitted,
Jackie Walters, Church Clerk

2/3/2017 DRAFT READY FOR 6/4/2017 ANNUAL MEETING APPROVAL

CHRIST CONGREGATIONAL CHURCH

Silver Spring, MD

Special Congregational Meeting

January 29, 2017

12 Noon in the Sanctuary

OPENING

Call to Order

Gwen E. Garrison, Moderator, welcomed the Congregation of Christ Congregational Church (CCC), ensured all attendees had the handouts (Agenda with motions and the Interim Leadership Roster), and convened the Congregational Meeting at 12:03 pm.

Confirmation of Quorum

The Moderator declared a quorum for the meeting.

Appointment of Parliamentarian

The Moderator appointed Dan Pence as Parliamentarian.

Appointment of Tellers

The Moderator appointed David Bell and Aldene Ault as Tellers.

Prayer

Senior Pastor Matthew Braddock led the congregation in prayer.

Approval of Agenda

The Moderator asked for a motion to accept the Agenda for the Congregational Meeting. Motion made by Aldene Ault, seconded by Mary Pence, passed.

Description of the Process

The Moderator reminded the attendees of the nature of a congregational deliberative body. She observed that, despite several requests, current CCC procedures do not provide for proxy or mail-in ballots. She noted that the culture of CCC is to build consensus and strive for engagement even though that can slow down the process towards a decision. She shared that her experience with creating sustained organizational change argues for a sound process, engaged listening, and looking for a consensus of a common good. She noted that this deliberative congregational process is part of what makes CCC special.

PRESENTATION OF THE FIRST MOTION

The Moderator presented the First Motion:

2/3/2017 DRAFT READY FOR 6/4/2017 ANNUAL MEETING APPROVAL

To approve a partial suspension of the CCC Constitution and Bylaws and move into an interim governance model as described below:

Description of Partial Suspension

- Constitution Article X **Executive Council** (19 members or Officers)
- Constitution Article XI, Section 2 & Bylaws Article II, section 2 **Board of Christian Education** (12 members)
- Constitution Article XI, section 3 & Bylaws Article II, section 3 **Board of Church Life** (12 members)
- Constitution Article XI, section 4 & Bylaws Article II, section 4 **Board of Deacons** (22 members)
- Constitution Article XI, section 5 & Bylaws Article II, section 5 **Board of Outreach and Engagement** (12 members)
- Constitution Article XI, section 6 & Bylaws Article II, section 6 **Board of Social Witness** (16 members)
- Constitution Article XI, section 7 & Bylaws Article II, section 7 **Board of Stewardship** (15 members)
- Constitution Article XI, section 8 & Bylaws Article II, section 8 **Board of Trustees** (9 members)
- Constitution Article XIII **Nominating Process**

Description of Interim Governance Model

- **Coordinating Council consisting of members of Executive Council and Board of Trustees** (28 members or Officers)
- **Ministry Engagement Areas** described as Worship and the Arts, Mission and Outreach, Member Care and Formation (7 Coordinators and all previous Board members)
- **Administration Property and Finance Area** (9 members with support from 2 officers, Treasurer and Financial Officer)

All authorities and responsibilities of each suspended body will move into the interim governance model area(s) [,] to which the role is mapped [in] Releasing Us into Greater Ministry: Streamlining and Realigning Christ Congregational Church Governance Structure (January 2017)

After the Moderator made the First Motion, Bruce Strand seconded the motion.

In order to engage in the discussion on both the First and Second Motions, the Moderator appointed Tim Carrigan (Past-Moderator) as Acting Moderator to lead the meeting.

Gwen Garrison made a presentation to remind the Congregation how CCC had reached this point. She described key elements about the need for change:

- Recruiting/Nominating is hard
- Annual Stewardship Pledge isn't supporting us
- We need strategic support to reinvigorate our current ministries and make space for new ministries
- We need to have more fun and enjoy our life together

Gwen shared that this is no trivial matter and there has been a very deliberative process with a goal of everyone coming together in an institution that affirms our culture, values and mission of justice and peacemaking. Gwen reviewed the past studies of CCC governance, including the 2012 ministries and committees model. She presented CCC history mapped against a ministries lifecycle graphic to appreciate where CCC has been and where it is today: CCC incorporation documents, growth and maturity through the decades and CCC's current

2/3/2017 DRAFT READY FOR 6/4/2017 ANNUAL MEETING APPROVAL

fork in the road for renewal or decline. She shared that many faith communities have faced or now face a similar choice – even large evangelical churches are experiencing decline as people look for churches more focused on a deeper peace and justice mission. The choice of renewal or decay provides a good time to pause and think and reconnect with our values and mission.

Gwen then described the proposed Interim Governance Model with four ministries or Areas of Engagement (EAs) and a Coordinating Council (CC), with mission and vision at the core. That model is all supported by Administration Property and Finance (AP&F), which undergirds and is the foundation of CCC, begun by the original nine Trustees with a vision. She noted that as current boards are mapped into the new Areas of Engagement (EA) and AP&F, mature activities continue more efficiently and there is room for renewal and growth (example, greeters roster system is efficient but now can consider greater welcoming activities). Each of the Boards has been reviewing activities, mapping to new EAs and identifying gaps and opportunities for renewal. She noted that a key piece is bringing the Executive Council and Trustees together in the Coordinating Council, bringing strategy and vision together with financial and other resources instead of ping-pong issues between separate groups.

Gwen Garrison yielded the floor to Tim Carrigan.

Tim referenced the “CCC Interim Governance Feedback Form” distributed to the Congregation in the 1/26/17 “From Your Moderator” message and read the comment, submitted by an absent parishioner, from Steve Petersen:

I urge the approval of moving to the interim governance structure so that we may ultimately grow into a governance that is more streamlined overall. The model that has served us well for many decades is simply no longer viable in today's fast-paced society. We can no longer afford to plod through multi-layered approval processes (first this committee needs to approve it, then we need to wait until that board's next meeting to further approve it) for actions that can and should be taken quickly. Further, it is a great waste of resources to have people spending more time in meetings about doing things than they actually spend doing things. Thank you so much for listening to my message. ~ Steve P.

Tim then opened the floor for general discussion on the First Motion.

Tim recognized Dean Ripple, who observed that as CCC Treasurer he does a lot of emails and a lot of meetings but spends much more time in meetings than he does actually doing the accounting work. He believes that by spending so much time in meetings and on process, CCC loses sight of the big picture so whatever CCC can do to refocus on really strategic issues is key. Dean stated that he is very confident that the things that need to get done will still get done ... ushers, church school, payroll, etc. He compared the congregational decision at hand to getting married: one cannot plan for all the details but one can think about marrying the right person and sharing a big picture and know that the detailed chores and occasional mistakes will get ironed out.

Tim recognized Mary Stone, who asked for clarification about whether there is an end date or an anticipated end date to the motion.

2/3/2017 DRAFT READY FOR 6/4/2017 ANNUAL MEETING APPROVAL

Gwen said that, as she has shared at various listening sessions, when she has talked with other church moderators and pastors who have gone through this, most say it will take 18-24 months. They have stressed regular reporting back to the congregation, clarifications as the process continues, and celebrating successes along the way.

Tim recognized LJ Ingram. LJ asked about the new Mission and Outreach engagement area and how her internal and external work on Open and Affirming (O&A) issues would happen as it used to be linked to the Board of Social Witness. LJ asked whether she is empowered more by these governance changes or would have to report back more. LJ gave the example of facilitating a CCC group (with banner) marching in the 2016 DC Pride Parade and yet a member said that they only just learned of the new Potomac Association LGBT task force that LJ was asked to coordinate. LJ feels called to do O&A mission outside of CCC (invited by other churches to speak, Montgomery County Interfaith dialogue, Montgomery County Pride Center, Montgomery County Police Department community dialogue, starting an Interfaith Interracial LGBT Dialogue group). Question is: should LJ just do things in the name of Christ or engage CCC in more activities or ask for permission or what?

Gwen observed that CCC needs more robust communications. She noted that she has started a fledgling communications group that is experimenting with better use of channels and technology. She said the question is when can we each just be released to communicate about activities, or even just act as private citizens apart from CCC, and when are we speaking for or representing CCC. Basically, when the “brand” of CCC is invoked then the institution needs to be aware and comfortable. As we go forward we need much better clarity about when someone needs to ask and when they do not. She also observed that as CCC increases the amount of passion and energy focused on the external environment and relationships (example, Women’s March) part of the job of the Coordinating Council will be to monitor the members’ passion, engagement and fatigue levels.

Senior Pastor Matthew Braddock noted that the question is whether CCC will affirm the proposed activity as a CCC activity. He said the proposed changes are to get away from the scenario of a person with passion being bounced around committees and bureaucracy so long that they lose the passion. He said that the goal is to make it easier to navigate and to be clearer about when and how someone needs to ask and loop back, and have the Coordinating Council review annually what can be promoted or financed or what.

Tim Carrigan recognized Tom Ault. Tom stated that, overall, he supported the proposals and applauded the change. He expressed gratitude for all of the hard work that had brought the discussions to this point. He prays that the changes will help all of us do more of what God calls us to do. That said, Tom expressed concern about the proposal as it related to the Board of Trustees, where he has, over time, served 12 years. He stated that his concern over the lack of mechanical details may sound picky but that there are real legal and financial risks if CCC does not have the specific legal functions nailed down. For example, under existing procedures if the Board of Trustees decides to terminate an employee (non-called staff), that employee has a right of appeal to the Executive Council. If the Executive Council and Trustees just blend into a single Coordinating Council, Tom asked whether there is still a valid sustainable appeal process.

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Gwen responded that much work is under way but the Coordinating Council will have to wrestle such issues to the ground as soon as possible. Many Trustees roles will function at the Administration Property and Finance level so a personnel appeal could still be to the Coordinating Council, for example, but this is about also pulling Trustees into the strategic work of the Coordinating Council. She noted that the language at the end of the First Motion about authorities and responsibilities following the roles is intended to minimize the risk of gaps while details are worked on. She also noted the team reviewed the CCC incorporation documents and Maryland law and how those are the same or different than states where other renewing churches operate. Meanwhile the current Trustees will remain as a functioning group within the new structure.

Tom Ault observed that it makes sense to pull Trustees more into the strategic work of CCC, which he regards as a structural shift, but remained concerned about doing a board suspension given the detailed operational issues.

Tim recognized Dave Ackerman. Dave stated that while he is sympathetic to Tom’s concerns, as “one of the older members” Dave wanted to share a few thoughts. First, every organization has to change from time to time to stay vital and fresh. CCC has done this before over its 70 plus years which has resulted in re-energizing developments like the renovated church building – change can be good. Second, Dave is observing a third new generation of leadership emerging and they are excited about the possibilities in these proposals. Finally, Dave stated, he trusts the new generational leadership, who have acknowledged the remaining ambiguity in the governance model, and Dave encouraged everyone to give the leaders and the plans a chance.

Tim recognized Elaine Tiller, who raised a question about the size of the new Coordinating Council. She observed that with 29 people, the group might be too big to make decisions and execute plans. She also wondered about how people would get replaced over time.

Gwen referenced the Q&A’s attached to her “From Your Moderator” message detailing five areas that she believes need to be tackled quickly. She anticipates that at the February 6th Coordinating Council meeting the large group will establish task groups to move this work forward.

- (1) Make sure all necessary business activities are covered by either CCC staff, members of the Coordinating Council and/or the Administration, Property and Finance Area.*
- (2) Establish interim success measures in all Engagement Areas and the Coordinating Council and create feedback cycles.*
- (3) Deliberate attention on visioning goals for 2017-18 for the Coordinating Council and Engagement Areas.*
- (4) Deliberate attention to Leadership development focused on recruitment and succession planning.*
- (5) Refine our Governance model into a sustainable size, key role description and lay leader job descriptions.*

Gwen noted that Larry Duff and Dean Ripple have been verifying the first item. Visions and goals will be visible during the Stewardship process and at the Annual Meeting in June. The succession planning and the right-sizing will be part of the work over the next several months as strengths and gaps are analyzed and addressed. Gwen gave as an example that although the Deacons’ roles are going to multiple Engagement Areas, the Because We Care

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program is considered so critical to who CCC is that Bob Brown agreed to step up at a Coordinator level in Member Care and on the Coordinating Council. Gwen stated that every moderator she spoke with at the other renewed churches shared that the beginning model was not their exact ending model due to experience and refinements, and so, for example, experience will inform CCC whether Trustees will stay combined or get pulled back out.

Tim Carrigan recognized Jackie Walters. Jackie posed two questions. First, while she understood the need for change, and the necessity of living into the ambiguity, she was concerned with the same issues raised by Tom Ault and asked why Trustees could not remain as their own board, and let them participate ex officio on the Coordinating Council if necessary, instead of giving them two jobs (both Coordinating Council and AP&F)? Her second question was whether suspending the nominating process would mean suspending the normal elections in June by approving the roster now.

Tim recognized Larry Duff, who addressed several comments. He noted to LJ that the faith community is a source of courage and energy to go out and many members do extensive things outside the walls of CCC. Larry liked Dean's second chance analogy and stated that while he too has angst about wanting more granularity and certainty he has even more angst about what happens if CCC does not change and about the sustainability of the current model. Larry noted Tom's example of personnel procedures but observed that the current ones do not work well and have to be reworked anyway and that routine financial matters continue. And, finally, he shared that the Executive Council and Trustees have already met as one group and while 28 people is a lot, discussion and decision-making worked well.

In answer to the Annual Meeting question, Gwen contemplates that the June Annual Meeting agenda will include (1) the 2017-18 Budget, (2) a nominating slate of key leadership positions (but not the old huge slate of people making a 3-year commitment); and (3) a feedback loop that not only provides a report on the year ending but also the mission, vision and planning going into the next year. John Malone has provided extensive framework and thinking on this, which will enable the work even though he has felt the need to step away for now. This will bring into one discussion both where CCC has been and where CCC is going and show how the plans, time and money go forward in sync. Gwen described the annual planning document that each Engagement Area would bring forward and shared an example from the First Congregational Church in Colorado Springs, CO. She suggested that this approach would enable more efficient execution of the known while leaving room for new things arising during the year. She expressed the hope that this improved sharing of information and direction would release people into the ministry to which their passion takes them.

Senior Pastor Matthew Braddock added his thoughts. He stated that there have been many discussions about the Trustees and there would be more. He stated that right now we would be entering an interim process to get to the Annual Meeting while we work through the many details and questions. He agreed that the Coordinating Council is a little "leaden" or bulky, but that he was concerned that the Congregation needs to live with the change process and was probably not able to go abruptly from the large roster to a small tight unicameral body. He noted that CCC is used to many people in many meetings and discussions and will need to become comfortable with the transparency and communication

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as the elected leadership team evolves to something smaller. Down the road, he envisions a unicameral Coordinating Council on which members are also corporate officers of the church and serve as trustees, but he does not believe that CCC is ready to migrate in a single step. He noted that many churches and other religious groups have gone down this path before CCC and are in various stages of sorting out and streamlining. He is confident that CCC will not end up with a 28-member Council. Finally, he recognized the questions about mechanics and procedures but shared that other churches do these things in various other ways and this is an opportunity arrange processes to fit the current CCC world.

Dan Pence stated that he was uncomfortable with the First Motion as written in that it suspends the provisions indefinitely. He moved that the First Motion suspension be amended to insert the words “not to exceed 24 months” after the word “Bylaws”, giving CCC time to sort out the details but have a definite timeframe. Motion to amend the First Motion was seconded by G.K. Meier.

Tim Carrigan opened discussion on Dan’s motion to amend the First Motion.

Tim recognized Ron Rising, who asked whether the time frame stated near the end of the agenda applied only to the Second Motion or to both Motions. It was clarified that that only applied to the Leadership Roster, or Second Motion, and that Dan was moving to amend the First Motion.

Tim recognized G.K. Meier, who stated that he supported Dan’s amendment as a suspension by nature should be temporary but if it has no stated end date then it is in fact permanent. He stated that he thought there is too much missing detail about where stuff goes to make this permanent yet.

Tim Carrigan recognized Dayna Majarowitz. Dayna asked to call the question on Dan Pence’s motion to amend the First Motion. LJ Ingram seconded.

Tim Carrigan asked whether there was any objection to calling the question and, hearing none, asked the members to vote. He repeated the amendment (**bolded insert**) to the First Motion:

*To approve a partial suspension of the CCC Constitution and Bylaws, **not to exceed 24 months**, and move into an interim governance model as described below:*

Gwen Garrison noted that January 2019 would be the longest possible suspension but the Congregation could act sooner if desired.

Tim Carrigan requested an oral vote: Loud number in favor, one against and one abstention. Motion to amend the First Motion passed.

Tim Carrigan recognized Dayna Majarowitz on the main motion. Dayna moved to end discussion on the First Motion and have the Congregation vote. Neville Platt seconded the motion.

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Tim opened discussion on the motion to end discussion on the First Motion. Tom Ault asked that the Congregation continue discussion, as he desired to speak again and offer an amendment. The Parliamentarian asked Dayna whether it was in fact her intention to vote on ending discussion, and she said “yes.” The Parliamentarian then advised the Acting Moderator that the body must proceed directly to a vote on the motion to call the question, with a 2/3 majority required to pass the motion. This would enable all members to decide whether they desired more time for discussion. A vote was taken, and the motion passed with 54 in favor, 26 opposed, and no abstentions. The vote on ending discussion passed.

Tim Carrigan called for the vote on the First Motion (as amended). Votes were sixty-six in favor, 3 opposed, and zero abstentions. The First Motion passed.

PRESENTATION OF THE SECOND MOTION

Tim Carrigan presented and moved the Second Motion; Betsy Thomas seconded.

To approve an interim Coordinating Council and Engagement Area Leadership Roster (see attachment). The interim period is in effect until the Annual Meeting in June 2017 when an interim governance report will be provided with any further action requested.

Tim Carrigan opened the Second Motion to discussion by the Congregation.

Tim recognized Sandi Zeese, who noted that the interim leadership roster has no people of color. She said that the Congregation should make a commitment to cultivate people of color as members and as leaders and that we need that representational perspective. She said that given the CCC covenants this gap is “stunning” and the Congregation should own it and seek to change it.

Tim recognized Dayna Majorowitz, who agreed with Sandy and noted only 10 women on the roster. Dayna asked whether there would be a way over coming months to add interested people to the Coordinating Council or was the number fixed. She noted that the Trustees will be meeting a lot more as there is much work to be done and will need as many hands on deck as possible.

Parliamentarian Pence noted that procedurally the motion is to approve a roster of names, not a number.

Gwen Garrison added that there are already examples of people shifting roles (Patty First) or stepping up (Bob Brown) and that would certainly continue over time as details get sorted out.

Tim Carrigan, seeing no objection, called for a vote on the question. The vote was fifty-one in favor, zero opposed, and 2 abstentions. The Second Motion passed.

ADJOURNMENT

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Tim Carrigan returned the gavel to Gwen Garrison, Moderator, who asked for a motion to adjourn the congregational meeting. Motion was made by Jackie Walters, seconded by Betsy Thomas, motion passed and the meeting was adjourned at 1:35 pm.

Minutes respectfully submitted by Sarah Ingram, Church Clerk.

Attachment:
Leadership Roster presented to, and approved by, the Congregation



Members

Rebecca Adams
 Claire Barry
 Geri Brennan
 Steve Jordan
 Ann Keeler
 Jane Meier
 Joy Petersen
 Jim Stedman
 Holly Stephens
 Elaine Tiller
 Kristen Brown
 (Chair)

Report: July 2016–January 2017

The CE Board started the 2016–2017 program year with a subcommittee to hire a 10-hour-a-week Church School Superintendent. A job description was written and search undertaken. Chris Braddock was unanimously selected from an initial pool of 3 candidates, 2 of whom were interviewed and references checked. Chris is providing the organization, administration and compassion we need to support our church school teachers, children and families in the life of our church. Chris is supervised by Kristen Brown, CE Chair/Coordinator of Spiritual Formation Engagement Area.

In July, a new Adult Education program “One Year Through the Bible Reading Group” started on Sunday mornings at 9:00 led by LJ Ingram. Initially, there was interest in child care to allow parents to participate. Our nursery staff person, Dwelley, agreed to start at 9:00, and a rotation of volunteers was organized to satisfy the second person on site for Safe Conduct compliance. It turned out child care at 9:00 was not needed during the summer, nor the fall, even after additional publicity. Child Care is needed at 9:30 to support the Children's Music Time and Adult Choir rehearsals.

We have renewed our relationship with Little Friends for Peace by hosting a week-long day camp at CCC August 2016, and are preparing to do so again in August 2017. Children ages 5-16 can participate, with the older ones Counselors or CITs. For a second summer, our older elementary and middle school children attended sleep away camp at Camp Claggett in Frederick, MD, as organized by liaison Geri Brennan.

After bringing Miss Chris on board in August, we learned that our Youth Minister for the Cooperative Youth Ministry, Rev. Susannah DeBenedetto, would be resigning to take a full-time chaplain job on the Eastern Shore where she lives. Pastor Matt, with the help of parent volunteers, decided he would lead the youth program temporarily until Takoma Park Presbyterian (TPP, our CYM partner church) and CCC could organize and support another CYM ministerial search committee. TPP was saying good-bye to both their senior and youth ministers.

In the fall, the Church School children voted to disperse their offering money as follows:

\$470 to the victims of the Long Branch apartment fire
 \$275 to Neighbors in Need
 \$235 to Heifers International
 \$350 to the local Habitat for Humanity chapter
 Lois Stovall will take a check of \$350 to Uganda for KRMA.
 \$160 will go to both Shaw Community Center and the Gandhi Brigade.

Also in the fall, Jim Stedman led a subcommittee to explore changing the Church School curriculum. The decision was made in January to continue with the Seasons of the Spirit curriculum but supplement the content with Bible Stories. Holly Stephens and Jim will develop the Bible story supplements to debut in the fall of 2017.

Respectfully submitted,
 Kristen Brown

**Members**

Melinda Martin-Beltran
Barbara Breads
Emily Costa
Lissa Costa
(Chair)
Tony Costa
Renee Gamez
Linda Phelps
Susan Thiel
Jane Weber
Mike Weber

Our Mission

Board of Church Life (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 the Board of Outreach & Engagement on September 11th 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 November 27th . Melinda Martin-Beltran coordinated this event. People of all ages made their own wreaths to take home.

An Evening Of Jazz was coordinated by Mike and Jane Weber. On February 11th, the Social Hall was transformed by the music of the Big Band. The Youth Group helped out and earned money from donations for their summer mission trip. A cake walk and other activities, in addition to the delicious food and live music made it a very festive evening for everyone.

Respectfully Submitted,
Lissa Costa, Chair

**Members**

Jane Anderson
Joanne Barnett
David Bell
Sue Bratten
Susan Gray
(Chair)
Marti Hoffacker
Ann Marshall
Dan Pence
Mary Pence
Audrey Platt
Neville Platt
David Squires
Kathy Stedman
Sandi Zeese

Our Mission:

The Board of Deacons seeks to enhance the spiritual life of the congregation. The Board works closely with the ministers, planning and assisting in worship services, preparing and serving communion. Deacons assist with the pastoral care of members, especially those who are sick or in crisis. The Board oversees the Covenant Class for young people, and other programs for spiritual growth. The Board administers the Deacons' Fund for those in need. The Board considers that the worship experience and ministry to members of the church are particularly important.

What We Accomplished This Year:

The Deacons supported the ministers during Sunday morning worship services each week, providing readers/liturgists. The Board continues to encourage congregants to take part in worship services as lay readers.

The sacrament of communion takes place on the first Sunday of each month as well as on Maundy Thursday and Confirmation Sunday. Deacons prepare and serve the communion elements.

Throughout the year Deacons took part in baptisms and in welcoming new members into the congregation, and were present to support bereaved families during memorial services and funerals.

During Advent, Christmas, Lent, Holy Week and Easter, the Deacons supported the ministers in the special services for those seasons. Together with the Board for Outreach & Engagement we hosted a Christmas Eve reception to especially welcome returning students and visitors who were home for the holidays.

Following many months of diligent work by the Because We Care steering committee, "Because We Care" was launched in the fall to support the pastoral care needs of the congregation. Members of the steering committee are Rev. Gloria Grant, Jane Anderson, Sue Bratten, Bob Brown, Susan Gray, Kerri Hufford, Ann Marshall, David Squires and Maureen Squires. A weekend of training took place in October, led by Betty Backlarz, RN from Holy Cross Hospital. Fifteen Because We Care Visitors are now assisting Rev. Gloria Grant in the pastoral care of the congregation. A second training opportunity is scheduled for the end of March.

Susan Gray, Chair

**Members**

Steve Anderson
Bob Brown
Patty First
(Chair)
Heather Lair
Trisha Lay
Kathie McConnell
(Vice Chair)
Karen O'Steen
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 Half-Year:

This was a year of change within CCC and within O&E. We pared down our O&E efforts due to the change in CCC governance structure. O&E held two visitor informational meetings between July 2016 and January 2017, with three new members joining. We saw a marked increase in CCC visitors after the election, with many return visitors. Several long-time visitors are also interested in membership, and another six members are expected to join in March 2017.

O&E continues to provide 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 and for those visiting the church on Christmas Eve.

We also took a deep look this year at membership and welcoming, after hearing from many members, visitors and past visitors that they did not feel CCC was a welcoming church, especially for new people. We have a series of ideas to make CCC a more welcoming church, including visitor stickers, specialized emails based on interest areas, restructuring coffee hours, and placing information about the church right by the front door for visitors to take with them.

In the new governance structure, O&E will be split between mission and membership. We are excited about this realignment and think it will allow for greater focus in each area.

Patty First, Chair



Members

Phyllis Badesch
 Carl Brandt
 Jennifer Bunch
 Jim Conklin
 Judy Cox
 John Enagonio
 (Treasurer)
 Lucas Hirsch
 Adrienne Johnson
 Nancy Mills
 Ndimyake Mwakalyelye
 Jane Osburn
 Jim O'Steen
 Rebecca Reviere
 Scott Wales
 (Co-Chair)
 Anne Weissenborn
 (Co-Chair)

The Board of Social Witness continues to educate and advocate with regard to local, national and international social justice issues and to provide financial assistance to organizations acting in ways consistent with CCC covenants. In addition, the Board supported numerous CCC members who expanded the CCC mission out into the wider community partnering with other churches and organizations, including the UCC's Potomac Association and Central Atlantic Conference.

Financial Matters

Mission funds to be distributed over the course of the fiscal year totaled \$6,336 (\$5000 Mission Funds and the balance from a CCC yard sale co-sponsored by the Board). The Board distributed the funds to the following organizations:

Gandhi Brigade Youth Media	\$ 1,000
Senior Connection	\$ 1,000
Impact Silver Spring	\$ 1,000
Shaw Community Center	\$ 1,000
CCC Youth Mission Trip (summer of 2017)	\$ 536
Project Mala Schools (India)	\$ 300
KRMA Women's Cooperative (Uganda)	\$ 500
Greater Washington Interfaith Power/Light	\$ 300
UCC Open and Affirming Coalition	\$ 500
A Wider Circle	\$ 200
TOTAL	\$ 6,336

Special Offerings

In addition, the Board was responsible for promoting and distributing the special offerings requested each year by the national UCC, as follows:

Neighbors in Need (October)	\$ 1,486.00
Christmas Offering (December)	\$ 5,926.50*
One Great Hour of Sharing (April)	\$ 2,017.93
Strengthen the Church (Pentacost Sunday)	\$ (June)

Three of these special offerings go directly to support the national UCC.

*The Christmas Offering was shared among the UCC (Veterans of the Cross) and other local charities chosen by the BSW. This year's distribution was as follows:

UCC Veterans of the Cross	\$ 2,963.25
Shepherd's Table	\$ 1,481.65
Ghandi Brigade	\$ 740.80
Shaw Community Center	\$ 740.80

Lunch and Learn Events

The Board again oversaw scheduling of, and directly organized several, Lunch and Learn events:

- May 22 "The Battle Over Transgender People in Bathrooms Explained"
- Sept. 25 "Black Lives Matter" – video and discussion of BLM and of the BLM Movement
- Jan. 8 "Gandhi Brigade" – showing of student-produced film, "To Serve and Protect," which addressed BLM and local police views on police protection and racial targeting.
- Jan. 15 "Israel/Palestine" – showing of the documentary film "Occupation 101" which traces the history of Israeli occupation of the West Bank and later Gaza
- Mar. 12 "Israel/Palestine and Black Lives Matter" featuring presentations by The Rev. Carolyn L. Boyd-Clark, Associate Pastor, Plymouth Congregational UCC, Washington, DC, and by Rev. Alexander Vishio, Assistant Minister for Social Justice and Witness, Central Atlantic Conference, UCC
- April 2 krma – US Partners (Uganda). Program led by Lois Stovall and Dayna Brown Majarowitz
- May 21 "Immigration." Program led by Anna DeNicolo and Sandi Zeese
- June 18 (tentative) Introduction to the 31st General Synod, United Church of Christ, Baltimore, MD, June 30–July 4, led by Anne Weissenborn

Additional Activity and Outreach

In addition to the activities detailed in the report from the Racial Justice Circle, Board and CCC members have been active on a wide range of social justice issues, networking and partnering across the wider community. Examples include:

Sept 25/Oct.9	Two part RJC event entitled “Why Should People of Faith Care About Black Lives Matter
October	Raised over \$1200 for the Long Branch Fire victims
January 21	The Women’s March --- CCC/UCC group and individuals
April 22	Interfaith interracial conference, entitled “Resist and Reclaim” (Covenant Baptist Church, Washington, DC
April 29	People’s Climate March – CCC/UCC group and individuals
May 4, 2017	Impact Now 2017 – CCC table (Silver Spring)
June 10-11	CCC at Capital Pride events (Black Pride, Trans Pride, Capital Pride Parade and Pride Festival) – Potomac Association churches and interfaith activity.
June 27-29	UCC National Open & Affirming Conference (precedes the Synod); CCC on multiple panels and given a scholarship.
July 1	CCC to be represented by Jim Henkelman-Bahn and Sandi Zeese on a 2017 UCC General Synod workshop panel addressing implementation by local congregations of earlier UCC resolutions to “Dismantle the New Jim Crow” and to “End Mass Incarceration.”
Throughout	Collected food weekly for the St. Luke’s Lutheran Food Pantry and served regularly at Shepard’s Table.
Throughout	Served on the Social Action and Mission Committee, Potomac Association, UCC (Marjorie Hoffman (Shaw Ministries) and LJ Ingram (LGBTQ Task Force, SAMC)
Throughout	Started a Social Activism Opportunities list on website to inform and engage members and visitors.

– Anne Weissenborn, Co-Chair
and Scott Wales, Co-Chair



Members

Tom Doggett
(Council Rep)

Dave Main
(compilation)

Mary and Dan Pence
(Leadership)

Calling Team

Toko and Dave Ackerman

Aldene and Tom Ault

Kristen and Jim Brown

Judy Cox

Tom Doggett

Sarah Ingram

Peder Maarbjerg

Mary and Dan Pence

Alison Peterson

Olen Stephens

Pledge Sunday Stewardship Campaign Report

This report is excerpted from a presentation by Dan Pence, Pledge Sunday Team Leader, to the Coordinating Council on May 13, 2017.

Quantitative Perspective

The results of the Stewardship campaign to date, as reported by Dave Main (see table provided), are encouraging, given an unusually high proportion of people who have increased their pledge, but not spectacular in total dollars because of some large pledges that are going away.

The 28 existing FY16-17 pledges "yet to pledge" for FY17-18 represent approximately \$50,000 of the FY16-17 base. If all outstanding pledges renewed at the same level, the total pledged would put us on a much sounder financial footing. A more conservative view is to assume that we will see about 2/3 of that amount in pledges, and the rest will not be renewed, resulting in a total amount pledged of about \$647,000. This is still more than the current year's pledge total, but not much.

From a participation perspective, we might get $136 + 28 = 164$ total pledges, seven more than the number for this year, but the more conservative view would put the number at $136 + 20 = 156$ total pledges, four fewer than the current number.

The people who carried out the original stewardship calling have been asked to follow up with the 28 "yet to pledge" members to try to get those pledges submitted in time to make a difference when we vote on the budget at the annual meeting.

Qualitative Perspective

There is no way to know how the congregation feels about our efforts to have individual, personal stewardship calls with most of the members of the congregation without surveying those who were called, which I have not done. However, I can say that I found the experience of recruiting and training those who made the calls very rewarding in itself. The calls that Mary and I made personally as stewardship callers were, without exception, open, honest, heartfelt conversations about what CCC means to those with whom we met. It was a privilege to really get to know people that, in some cases for many years, we have spoken with only briefly during coffee hour. I remain convinced that the one-on-one or two-on-two format of personal, in-home calling during the Stewardship campaign is the best approach for building community within the congregation, a necessary precursor to a strong pledging response.

With Gwen's support and guidance, we pulled together and trained a team of thirteen callers, made assignments, and went about the process of calling on the membership within the space of about two months. This team worked hard, and it is important to

acknowledge their efforts. The members of the calling team, in alphabetical order, were: Toko and Dave Ackerman, Aldene and Tom Ault, Kristen and Jim Brown, Judy Cox, Tom Doggett, Sarah Ingram, Peder Maarbjerg, Mary and Dan Pence, Alison Peterson, and Olen Stephens.

Observations

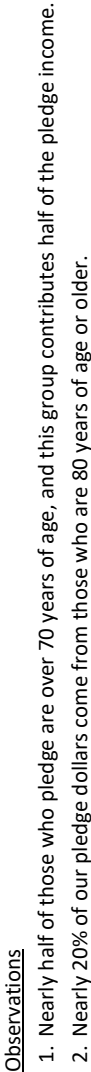
In hindsight, it would have been better to have had three or four more callers and to have started the process in mid-January rather than mid-February. Many of the callers told me that the “Pledging Pyramid” graphic (attached) was particularly eye opening when explained to the member(s) being visited. We also found Gwen’s list of “All Good Things in 2016–2017” (attached) helpful and inspiring when shown to members. We all agreed that the “message” to be conveyed is situation dependent, e.g., new members vs long term members, members with children in the church school program vs members without children in the church school program, members who came to CCC from a church that did not ask members to pledge vs those for whom pledging is a given. Finally, we encountered some members who not only said they would renew and increase their pledge, but then, in addition, asked if there is a way in which they can make a significant gift toward building maintenance (i.e., boiler replacement, carpeting replacement, exterior repainting). This was very gratifying.

– Dan Pence

Update from David Main, Clerk of the Rolls May 13, 2017

CCC ANNUAL STEWARDSHIP PLEDGE							
Summary	2015–2016	2016–2017	2017–2018	Change	Decreased	Increased	Steady
Dollars	\$ 654,959.50	\$ 628,796.40	\$ 622,086.00	\$ 49,015.60	14	67	41
Pledge Units	184	159	136				
			New Pledges	Withdrawn	Died	Yet to Pledge	
			14	6	1	28	
% of Previous Pledge Year			99%				

Christ Congregational Church	Distribution of FY 2016-2017 Pledges by Amount of Pledge and Age of Donor	March 5, 2017
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Handout used by Stewardship callers ("All Good Things"- page 1 of 2)

All Good Things in 2016-2017

The list below captures some of the good things that have happened at CCC in the past year. The focus of this list was on church centric activities and in no way negates the numerous individual or small group activities, events or projects that members engage in throughout the year. This is remarkable and we give thanks!!

Thanks, Gwen Garrison, CCC FY17 Moderator

Activities, Events & Program:

- We celebrated Nae Pearson's retirement from CCC as Minister of Music in June and made a smooth transition into the fall liturgical season with the music program under the leadership of Sam Wack
- We had over 40 people attend Beach Weekend in August 2016
- We had over 125 adults and kids at the Fall Church Picnic at Sligo Creek in September 2016.
- Our Chancel Choir participated in a nationwide event where thousands of singers across the country sang songs of peace to remember those who have been victims of gun violence in September 2016. Our local event took place at Silver Spring United Methodist Church.
- Our Sunday Church School on average has over 30 children and youth attending
- We trained and certified over 25 people in Safe Conduct behaviors.
- Our yard sale raised over \$2660 for the Retreat House Renovation and Social Witness funds.
- We had over 20 women attended the Women's Retreat in October.
- We had over 60 people join us, and raised over \$800 for the Women's March in January 2017.
- We launched our member care program called "Because We Care" with over 15 members who will provide care visits to members and their extended families.
- We raised over \$1200 for the Long Branch Apartment Fire Victims
- We had nearly 200 people attend our Christmas Music Concert.
- Our Chancel Choir toured Europe and held concerts in five cities in June 2016.
- We had 55 people attend our press briefing about our Black Lives Matter banner.
- The community raised over \$1200 to replace and support our Black Lives Matter banner.
- We have numerous families participating in the monthly Game Night.
- We have between 25-30 youth in our CYM participating on a weekly basis
- We had 18 youth and 4 adults went on a week-long Mission Trip to Atlanta to help those struggling with homelessness and poverty
- We had a second successful annual Christmas Cookie Sale raising over \$800 for the 2017 Mission Trip
- We've donated food to the food bank at St. Luke's almost every week.
- We had over 40 parents come to learn about Our Wholes Lives (OWL) programs for youth.

Handout used by Stewardship callers (“All Good Things”– page 2 of 2)

- We had over 340 likes to our CCC Facebook page and when Pastor Matt preaches over 100 people view the sermon via social media.
- We’ve had over 200 new visitors to our Sunday services in the past eight months.
- We’ve welcomed 10 new members to CCC in the past year.
- We celebrated 3 Eagle Scouts this February.
- The Children’s Offering raised \$1000 for Uganda Ministry.
- 40 people attended the Gandhi Brigade Youth Media’s screening of “To Serve and Protect” sponsored by the Racial Justice Circle (RJC) sponsored
- 40-45 people attend the two part RJC event entitled “ Why Should People of Faith Care about Black Lives Matter” on Sept 25 and Oct 9, 2016 respectively.
- Started a Social Activism opportunities list so inform and engage members.
- Painting exhibitions were presented by artists Virginia Ripley-Wolf, Maureen Squires, Aaron Cox and Rev. Linda Carder, photography by Dan Pence and Retreat House Remembrances
- Health Ministry helping the church to stay informed and healthy.
- CCC members who are residents at Riderwood hold a bi-monthly dinner gathering.
- We had over 40 people attend the Annual Valentine’s day Big Band event to benefit the Youth summer mission trip om February 2017.

Property, Technology & Finance Improvements

- We received a \$10,000 donation to complete the renovation of the Courtyard
- We installed new doorway mats at the main lobby entrance to better protect our floors.
- We will complete repairs to the exterior drains and complete exterior painting in the spring.
- We replaced the bulbs over the parking lot entryway and in the Narthex with LEDs.
- We replaced the chancel lights with LEDs.
- We completed our energy audit so we can continue to become a more ‘green’ church.
- We completed the renovation estimates for the Retreat House
- We completed a security audit to improve physical safety of the church.
- We launched a new Church Management Software program and have over 300 people in the system.
- We launched a new church website to better serve our members and community.
- We continue to improve our financial business practices, by reviving the CCC Auditor position, integrating the Deacon’s Fund into our regular church finances, and implementing a new payroll system.
- We have over a 97% pledge fulfillment rate in our annual giving.

**Members**

Chris Bublitz
Lawrence Duff
(Chair)
Marilyn Hall
Dayna Brown Majorowitz
Steve Petersen
John Potts
(Vice Chair)
Doug Redmond
Olen Stephens
Bob Tiller
(Secretary)

I have been a member of the Board of the Trustees since 2014, serving as vice chair for two terms and during this year the chair of the trustees. I have been fortunate to be part of a thoughtful and contemplative group which has provided me invaluable support, guidance and clarity over the last year. This report will update you on several initiatives started during the prior year and provide insights on the structure of the fiduciary governing body as we move into a new governance model.

Finances

Back in May, 2016, the congregation passed a “breakeven” budget for the 2016-2017 fiscal year and I am proud to say that after several years of deficits, the current year will end with a “surplus”. Congratulations to CCC for adhering to the budget parameters and working within its fiscal constraints. I think we had a good year—kudos to you all!

Although we continue to grapple with the perennial issue of funding our building’s maintenance needs, the matter is now considered manageable during the current and next fiscal years, as our unrestricted cash on hand has flipped from a deficit to a positive position.

We are in the process of completing the 17 major maintenance program items identified last year, including addressing the window-well drainage issue and painting the building’s exterior. However, we did have an unexpected cost of approximately \$16k to repair the metal support columns on the Colesville Road entrance, which was deemed a priority repair and remedied quickly this Spring.

Property

Our Church Administrator, Dianne Abraham, continues to care and maintain our church property with thoroughness and careful eye on costs, and income generated from the use of our building continues to be steady. As in most years, there were numerous repairs, some expected, some not. As with recent past years, we continued to defer any maintenance that could be postponed without serious consequences due to tight budgets. In the coming year, Trustees will need to reconsider these deferments and assess how to begin to address each. Dianne’s report is included as a component of the annual report.

Capital Reserve

Historically, major maintenance has been funded through an allocation of resources in the operating budget. Moving forward the required expenditures may outstrip the funds available in the current operating budget. It is estimated that for 17-18 budget year approximately \$40,000 will be budgeted for major maintenance.

Long Term Financing

Despite last year’s joyous burning of our building’s mortgage, it has become clear that the church does not have sufficient funds—due to deferred maintenance, budget deficits, and lack of a capital reserve—to cover a one-time replacement of the

church's mechanical systems. Thus, it may require borrowing new monies to fund the system's replacement. Such a need is not immediate but it is on the horizon. At this stage our only external debt are member loans.

Lease with Silver Spring Child Care Center

The longtime Executive Director of the Childcare Center has stepped down and new leadership will be in place shortly. We expect a continued cordial and mutually beneficial relationship between CCC and the center.

The courtyard project was completed during the current fiscal year. We are grateful for the generous gift from the congregation that covered our financial commitment for this project. Please take a moment to take in the beautiful landscaping!

Endowment Policy

The prior year change in the distribution of the endowment funds has provided a steady source of income to the operations of the church. It is anticipated that the release of funds will provide \$16K toward our current operating budget.

Personnel

In August, Susannah DeBenedetto stepped down as the Cooperative Youth Ministry (CYM) Director. Pastor Matt and volunteers have filled the void from her departure.

Safe Conduct Policy

Many thanks continue to be directed to the Safe Conduct Policy Task Force. Their proposed policy is thorough, contemplative and reflective of the unique operating environment of a church community. It is currently up for a congregational vote.

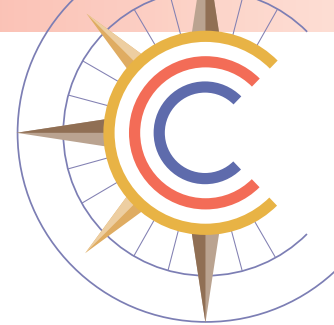
The Coming Year

The situation is very positive! The congregation has responded extremely well to the current year pledge campaign and an increased level of investment in our church community is expected. It seems that the intentional efforts to garner feedback and listen, combined with the increased outreach and feedback systems implemented during the year, have been effective. The leadership is dedicated to a continued effort to reflect the congregation's feedback in our future funding initiatives. It is anticipated that we will not have to make such difficult decisions that faced us last year, and we will again strive to propose a balanced, breakeven budget.

Final Note

The group formally known as the Trustees will be incorporated into the church's new governance structure. The core competencies of budgeting, personnel and building and grounds will be retained via committees, and we are excited to become part of a broader thought leadership and governance body to serve CCC's mission.

Gratefully,
Larry D.



Members

Ingrid Baynes
Rick Brush
Ben Doggett
Marti Hoffacker
Lynne Joseloff
Ann Keeler
Priscilla Peterson
Sharon Rising
Jackie Walters
(Chair)
Jeanne Young

The Music Committee welcomed new members Ingrid Baynes, Lynne Joseloff and Ann Keeler this year as well as our first youth member, Ben Doggett.

Children's Music Program: Following the congregation's adoption of a budget that funded only a half-time Music Director, the Committee focused on sustaining a children's music program. The Committee recommended Sunday mornings at 9:45 a.m. and providing child care so parents of young children could participate in other activities while their children were in choir practice. Volunteer leaders Spencer Clark, Lynne Joseloff and Leona Ripple embraced this plan, and the staff supported extending child care coverage. Sam Wack prepared a music packet; her report details that choir's activities this year.

Hospitality for Musical Performances by External Groups: The Committee hosted a reception following Voices XXI's holiday concert in December. This spring, the Committee sponsored pre- and post-concert hospitality for the Capital Ringers concert on April 29, while the Chancel Choir assisted in hosting a reception for the Rachel Franklin benefit concert on April 23.

Extension of Sam Wack's Contract as Music Director: In February, Moderator Gwen Garrison approached the Committee for its input and support for continuing Sam's tenure as Director of Music on a half-time basis through Matt Braddock's sabbatical period in 2018. In discussing the position and Sam's tenure this year, Committee members had no reservations on extending Sam's tenure given the unanimous appreciation for her leadership, hard work and innovation.

At least one committee member expressed concern that, in endorsing this plan for, among other things, budgetary reasons, the church not get too comfortable with a half-time position for a program that has, for more than 50 years, been viewed as one of CCC's strengths, internally and within the community.

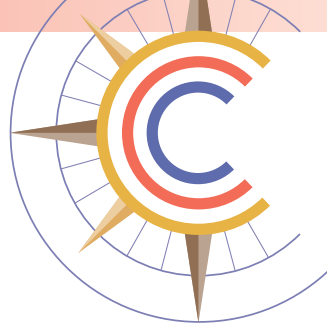
The Committee endorsed the proposal that Sandra (Sam) Wack continue in a half-time capacity as the Director of Music for a period of two years through Fiscal Year 2018, to encompass Matt Braddock's sabbatical and a period of reflection on church priorities.

Planning for the FY17-18 budget:

Director's compensation package: The Committee supports a Continuing Education amount as well as memberships in appropriate professional organizations, including the American Guild of Organists. The church benefits from its director's links to local church music professionals and participation in opportunities relevant to being the director of CCC's music program.

Children's Music Program: As well as a children's choir, members feel there are music-related opportunities to involve children and youth more in worship and offered suggestions, which Sam has been implementing.

Organist: The Committee supports having an organist for Sunday worship and for special services, such as Easter and Christmas.



Other Music Ensembles: Committee members discussed starting a handbell and/or chimes ensemble. Acknowledging that inaugurating such an ensemble would take a significant investment, the Committee tabled the discussion pending more concrete interest by the congregation in the establishment and funding of such an ensemble. The Acoustical Band brought an exciting new ensemble to CCC this year.

Budget Planning: The discussion focused primarily on hiring instrumentalists for Christmas and Easter. In working with the leader of the Brass Ensemble that has been hired many times at CCC, most recently for Christmas 2016, Sam learned:

- Trumpet players get \$800 – \$1,000 for Easter as compared to \$250 for Christmas;
- That is the going rate in the DC area, where everyone expects trumpets on Easter;
- For Easter, trumpeters are in such demand that they are booked a year in advance.

The music program budget provides for outside instrumentalists (e.g., timpani, oboe, cello, brass) to supplement church members for the intergenerational and advanced orchestras on Christmas Music Sunday and for the later service on Christmas Eve, as well as routine items like new music, copyright license fees, etc. It is insufficient to support supplemental instrumentalists, notably brass, for Easter. Some church members are either no longer participating or, in the case of some young people, not in the area.

The committee was very sensitive to the fact that CCC desires to provide a meaningful and uplifting worship experience for members and visitors, especially on major liturgical days. These services are also an important outreach to the community. Nonetheless, it is also important that church members acknowledge that the church's inability to support the music program with the resources necessary to meet expectations has real consequences. It is noted that the program budget of \$5,000 has not changed in twenty years. The budget request for FY17-18 includes funds to support hiring the needed instrumentalists for Christmas 2017 and Easter 2018.

Instrument Maintenance: The piano in Room 009/010 used for the children's choir is an old instrument and frequently out of tune. The budget allows for one tuning per year. There is the possibility of purchasing an electronic piano for use with the Children's Choir, if there are sufficient funds remaining in the music program budget this year.

In September, Lewis & Hitchcock sent a report describing the condition of CCC's organ as "Fair" and potentially needing more than \$5,000 worth of repairs within 2 years. Sam was able to work with the company to make repairs sufficient to sustain the instrument this year without going over budget. The Board of Trustees has a copy of the report, which also advised the amount for which the organ should be insured.

Membership: Under CCC's Bylaws, Jackie Walters' term as chair concludes this year. The Committee will be seeking new members to support Sam as she continues her leadership of CCC's music program. Many thanks to this devoted group who wrestled with challenging issues and stepped up time and again to support music at CCC.

Jackie Walters, Chair



Members

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

Our Mission: The Flower Guild prepares the sanctuary for Sunday worship and liturgical services throughout the year and provides fresh floral arrangements weekly for the church lobby. Service opportunities include preparing arrangements from the altar flowers [donated by members] for pastoral care teams to take to the bereaved, ill and shut-in; decorating the church for Christmas; supporting the pastors conducting weddings, funerals, and other special services; and donating the produce on the Thanksgiving altar to Shepherd's Table. The Guild is a supportive, relaxed, and fun group; no special skills are needed. We get together about 4 times a year to decorate for Easter, Thanksgiving, and Christmas, and to gather for a meal and planning.

What We Accomplished This Year: The Guild functioned almost completely by e-mail this year, with two actual face-to-face gatherings—one in November and one set for June. In addition, our group participated in the CCC yard sale and raised \$104.

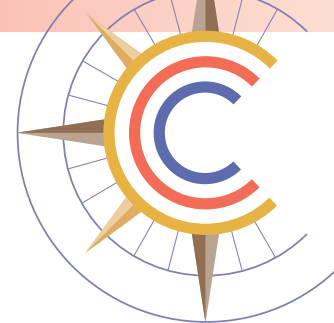
Our very dedicated and fabulously creative members signed up several times during the year to serve as the "flower duty person" and followed through with the work faithfully. The flowers you see every week in the entryway and elsewhere are the generous gifts of our members. Everyone also worked together, 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, Doug Redmond, Dave Ackerman, and Brian Phelps for their continued help during these holidays.

Challenges We Faced This Year: This year, our Guild had members who faced serious health challenges. Others stepped up to fill in when needed. When Lynn and Tim White moved to North Carolina, Aldene and Tom Ault volunteered to take the food donations to Shepherd's Table. Sadly, this year we will lose our loyal and devoted members, Jackie and Jim Walters, when they also move to NC. We realize that we need more guild members to be able to fulfill our mission of weekly flower duty.

Our Appreciations: 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, the flowers are rearranged by the Guild members into several lovely bouquets and placed near 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 Guild again wants to thank the incomparable CCC staff. Without their support the Guild could not effectively function. We especially appreciate Dianne Abraham who is always there for us and foresees the Guild's every need even before we think of it, 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 Guild get ready for every Sunday and particularly on major holidays. We could never do our work without all their support! Thank you!

Linda Phelps and Renee Gamez, Co-Chairs



Participants

Dave Ackerman
 Toko Ackerman
 Jackie Bahn-Henkelman
 Steve Baynes
 Sue Bratten
 Elizabeth Conklin
 Anna DeNicolo
 Jim Henkelman-Bahn
 Marjorie Hoffman
 Elaine Kim
 Elizabeth McMeekin
 (Impact)
 Albert Papazian
 Dan Pence
 Mary Pence
 David Smock
 Clarence Stone
 Mary Stone
 Anne Weissenborn
 Sandi Zeese

This is the Racial Justice Circle's first annual report. CCC's Racial Justice Circle has its roots in our church's Anti-Racism Covenant, adopted in 2006, after two years of previous study. For some years, we held our RJC meetings at "Impact Silver Spring," a local community social-justice group, in order to add impetus and reach to our effort. In 2015, we moved the meetings to our church, while making clear that other organizations and individuals would be most welcome. Our email listserv reaches a wide section of the community. We have no chair or other officers; members take turns facilitating the monthly meetings. Learn more at our site:

<https://www.cccsilverspring.org/pages/about-us/a-covenant-faith-becoming-anti-racist-congregation/>

2015 RJC Activities:

- Sponsored two church study groups on Michelle Alexander's *The New Jim Crow*, after which we determined that criminal justice reform would be one of our priorities.
- October 2015, after approval by the CCC Executive Council, CCC became a member of the Maryland Alliance for Justice Reform (MAJR), a bipartisan statewide coalition that educates and advocates on issues of criminal justice reform and works to change the over-incarceration of persons of color.
- Attended MAJR meetings and supported MAJR's advocacy efforts which achieved three notable 2015 state legislative successes: creation of a state study to examine incarceration policies and make recommendations to the governor and legislature for reform; shielding convictions for minor crimes after 3 years of sentence completion; and restoration of voting rights to ex-felons upon release from prison. Our members gladly contacted officials concerning these measures, with coaching from RJC.
- Supported our pastor in the decision to place a large "Black Lives Matter" banner in front of our church.
- Began hosting after-church educational sessions, called "Lunch and Learn," devoted to racial justice topics.
- November, hosted a session conducted by RJC and Interfaith Action for Human Rights of Maryland (IAHR) on the state's use of solitary confinement. IAHR brought two former felons (re-entered citizens) who spoke of their time in prison and of their experiences in solitary confinement, which was psychologically devastating to both.

2016 RJC Activities:

- January to mid April, assisted with MAJR efforts to get a comprehensive criminal justice bill passed in Annapolis, with success (Justice Reinvestment Act). This act derived from the 2015 state study of Maryland incarceration practices and the state report on same. Church members were very supportive in contacting their officials on this issue.
- January, hosted 'Lunch and Learn' on juvenile justice, featuring presentation by Just Kids organization.

- February, hosted 'L and L' on county criminal justice system, with two presenters from the county – a prosecutor and a public defender.
- Spring, contacted our county council and advocated for bus service by county bus system to serve Tobytown, a historically black community which was isolated due to no public transit. Council decided to provide service.
- June, hosted general meeting of MAJR at our church, drawing participants from Baltimore and neighboring counties. Focus was on new activities related to criminal justice reform.
- Fall, held two church study groups on *Between the World and Me* by Ta-Nehisi Coates.
- Fall, explored cooperation with A Wider Circle, a local effort to assist low-income families with housing, furnishings, clothing and support.
- Our church's "Black Lives Matter" banner was vandalized three times. RJC supported pastor's leadership on continuing to display the banner. After third vandalization, on election night 2016, the pastor held a press conference that week about the vandalism, attended by both local and national officials. The conference received excellent media coverage, both print and TV. So far, our replacement "Black Lives Matter" banner has remained intact.

2017 RJC Activities:

- January to mid April, assisted with MAJR efforts to work for reform of monetary bail reform in Maryland. Church members were invaluable in contacting their officials on this issue. Result was the prevention of a damaging measure that would have enshrined bail bondsmen's interests.
- January, hosted 'Lunch and Learn' conducted by the local organization Gandhi Brigade Youth Media who showed and led a discussion on their production "To Serve and Protect" about Black Lives Matter and police relationships with the community.
- Began exploring the immigration issue as it plays out locally. Some members went to be trained as observers for those whose presence in the US was being officially questioned.
- Began explorations with other churches about cooperation on issues of mutual interest on racial justice.
- April, conducted two study groups in our church on white privilege, using the UCC curriculum, 'White Privilege: Let's Talk,' available online.
- May, participated in the MAJR general meeting to discuss their criminal justice reform focus for the rest of 2017 and into 2018.

Meetings are generally held the 2nd Tuesday of every month, 7:30 p.m., in the Conference Room. All are welcome.

This report provided by Mary Stone.



Participants

Jim Conklin
(Chair)
Elizabeth Conklin
Erin Currey
Sonja and Stevan Fisher
LJ Ingram
Vern Lemieux
Nancy and Gwen Mills
Jim and Karen O'Steen
Alison Petersen
Rebecca Reviere
Winifred Roberts
Jim Walters
Anne Weissenborn
Sandi Zeese

2016–17 Annual Report of the Stewards of the Earth

Stewards of the Earth has worked under the oversight of the Board for Social Witness to support and sponsor CCC activities that promote stewardship of the environment and the welfare of God's creation by CCC members and friends and throughout the world.

A major activity of Stewards of the Earth is the CCC Fair Trade (Equal Exchange) Sale each month, which provides organic fair-trade coffee, tea, chocolate, and other items to our congregation. CCC has been in the top one or two percent of the 8,500 participating faith organizations in terms of sales thanks to all of you who purchase Fair Trade items. The sales support the hard working farmers and their families by providing a fair return for their work and investment. In addition, CCC's Fair Trade sales provides free coffee and tea for the Board of Church Life activities, donates coffee to Shepherd's Table, and makes funds available to support environmental projects at CCC such as LED lights and this year's energy audit of the facility.

This year, Stewards of the Earth have also continued to encourage CCC families to purchase renewable electric power instead of conventional "dirty" power. For Earth Week, we organized a CCC contingent to the People's Climate March, provided information from Interfaith Power and Light on climate change, enabled members of the congregation to sign and send postcards to US Senators to encourage them to protect the environment and support the EPA, and let interested people test drive an all-electric car.

Winifred Roberts, Vern Lemieux, Sonja and Stevan Fisher, Jim Walters, Erin Currey, Jim and Elizabeth Conklin, Rebecca Reviere, Alison Petersen, Anne Weissenborn, LJ Ingram, Sandi Zeese, Jim and Karen O'Steen, and Nancy and Gwen Mills participated in Stewards of the Earth activities during the 2016-17 church year.

Respectfully submitted,
Jim Conklin for Stewards of the Earth

**Participants**

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

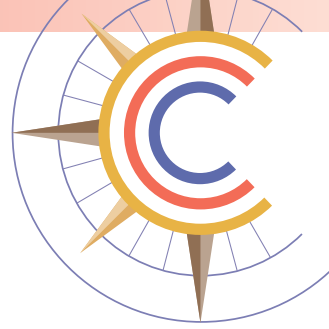
CCC Green Team Annual Report for 2016–17

The CCC Green Team assists and advises the Trustees on issues related to CCC's stewardship of the environment. During the past year, the Green Team worked with the Trustees to acquire an ASHRAE Level 1 energy audit of CCC's building, with financial support from CCC's Fair Trade sales. (Search the CCC Web site for "energy audit" or go to the "News" tab to access the executive summary, or request the full report from the CCC office.) The Green Team, also with financial support from Fair Trade sales, replaced all the chancel ceiling bulbs with LEDs, which will last for decades and use only a fraction of the power that the previous lights required. The Green Team advised the Trustees to sign a new 32-month contract for renewable electric power at a cost of about a cent and a half less per kilowatt hour than our previous contract. The new contract takes effect on May 17.

The Green Team is currently working with the Trustees to find financing for upgrades recommended by the energy audit report. It is also interacting with a contractor to refine its proposal for upgrading all of CCC's lighting to LED. The contractor has obtained Maryland incentives of more than \$25,000 to help pay for the \$63,000 lighting upgrade if it is completed before the end of calendar 2017. This upgrade will provide substantial savings to CCC for the indefinite future. We are hoping to find financing that will allow CCC to experience the savings from this and other energy-saving upgrades from day one, because the loan will be repaid from the savings in our operating costs rather than as a new expense in our budget.

The Green Team currently meets at the church on the first Tuesday of each month, 7:30-9:00 PM. Meetings are open to any interested member of the congregation. Current Green Team members include Jim and Elizabeth Conklin, Steve Jordan, Jane Osburn, Dan Pence, Olen Stephens, and Scott Wales. Others who would like to become involved should come to a meeting or contact any current member.

Respectfully submitted,
Jim Conklin for the CCC Green Team

**Breeze Team**

Gwen Garrison

Dave Main

Alison Petersen

Steve Petersen

After comparing 10 church management software applications, the Executive Council approved the purchase of a cloud based church management software – Breeze. In July 2016, Dave Main imported our membership records from our existing church management system, a Microsoft Access database, into the Breeze system. Since that time Dave, Alison Petersen, Gwen Garrison, John Malone and Steve Petersen have been working to administer the system, develop policies and processes, update members' data and train the congregation.

Breeze administration is performed by four people at this time: Gwen Garrison, Dave Main, Alison Petersen, and Steve Petersen.

Breeze was first introduced to the congregation in August of 2016 with church school registration. The church school administrator, Chris Braddock, has found the software to be very helpful with communicating to parents, teachers and shepherds. Breeze also facilitates the necessary paperwork for church school—emergency contact information, safe church certification, allergies, etc.

Breeze is the church's online directory, allowing only those who have been invited to create a login and password to view our congregation's demographic information. Breeze also has an app for smart phones which is very handy to quickly look up a street address, phone number or email. No financial information has been entered into Breeze. The church's financial team will enter this data for the 2017-18 fiscal year.

Implementation to date:

- CCC historical and current membership data in the Breeze system
- User Roles and Authentication Procedures Developed
- Draft Data Use Policy
- Church School Form for Children and Youth Identified and individuals are tagged in the system
- Member Registration Form developed. The form allows us to merge existing member records with updated information provided in the form.
- All CCC Paid Office Staff Clergy are trained
- Because We Care Core group members are trained in executing on 'follow ups'
- Tags and tagging individuals are moving forward
- Small group leaders are starting to using Breeze for communications
- Continue to work with Dave Main to weed out duplicate records

Next Steps:

- Email migration from Constant Contact to Mail Chimp which has an integration with Breeze
- Advertise/Communicate to the congregation that Breeze is our online church directory.
- Continue uploading photos of members, friends and visitors.
- Re-advertise the CCC Member Registration Form to the entire congregation via an e-Blast.
- Enter financial information for FY2017–18
- Draft an Administrator Guide
- Draft User Guides and continue with training and education for the congregation

As of May 8, 2017

736 Member records are in Breeze. Of those 598 are Active congregants, 20 are Visitors, and 118 are Archived for historical purposes by the Clerk of the Rolls. There are 141 Users in the system with multiple roles. Only those over the age of 18 are invited to create user accounts in Breeze. We do capture email and cell phone information for youth. However, Safe Church policy states that no adult may email a youth directly, the parents must be contacted as well.

Data Use Policy – CCC Member Registration form states the following:

Breeze is intended only for CCC staff, members and volunteers to assist us with church business. It is not intended for public use or solicitation. Misuse of the system or data is considered a violation of the use agreement.

– Alison Peterson



Coordinators: Susan Gray

Staff Support: Pastor Matt, Sam Wack

Description: Worship & the Arts Engagement Area seeks to support the Sunday morning worship services and other special liturgical services throughout the year and to enhance the artistic beauty of the church and sanctuary.

Activity/Event/Program	Mini Description	Chair(s)/Leaders(s)
Audio Visual Team	Operates sanctuary sound system	David Main
Chancel Choir	Sings during Sunday worship service and for other seasonal services	Sam Wack
Children's Music Program	Provides an opportunity for children to learn music and sing several times each year during worship	Spencer Clark and Lynne Joseloff
Committee for the Arts	Responsible for planning programs of art, coordinates exhibits in Tate Gallery	Stephanie Fitzpatrick
Deacons	Provide support for Sunday morning worship and special seasonal services	Susan Gray
Music Committee	Works with the Director of Music to assess CCC's music needs and aspirations	TBD
Ushers	Welcome people to worship, assist with seating and other arrangements for services	Pete Boyer
Worship Guild (Sanctuary Committee)	Prepares sanctuary for Sunday worship and special liturgical services	Linda Phelps

Goals:

1. To continue to provide worship support
2. To offer varied forms of worship experiences
3. To strengthen the role of Deacons as spiritual leaders of the congregation



Coordinator: Kristen Brown
 Staff Support: Pastor Matt, Christy Braddock, Pastor Gloria
 Description: To provide Spiritual Formation opportunities for all ages

Activity/Event/Program	Mini Description	Chair(s)/Leaders(s)
Cooperative Youth Ministry	For 6th–12th graders	Holly Massett-Duff & (TBD)
Church School	2 y.o. thru Middle School	Chris Braddock thru 03/2018
Covenant Class	For 9th graders and older	Pastor Matt
Contemporary Theology Class	Adult Ed	Mary Stone
Intergenerational Spiritual Pathways Class	Adult Ed	L J Ingram
Advent Series	Adult Ed / day time & evening	Pastor Matt
Lenten Series	Adult Ed / day time & evening	Pastor Matt
Our Whole Lives sexuality class	6th grade Senior Highs	Chris Braddock/Matt Kaiser Mike & Jane Weber
Retreat @ Retreat House	Intergenerational	Pastor Gloria & Kristen Brown
Children's Library Room 107	Long term loan: infants–teens	Susan Hill
Senior Adults Aging & Spirituality	Quarterly programs open to all	Neville Platt and Pastor Gloria

New or Renewed Ministry Activity(ies)

Title: Search Committee for Church School Superintendent
 Description: 15 hour/week position to Coordinate Church School
 Lead/Members: Kristen Brown, Holly Stephens, and (TBD)
 Date: Fall 2017
 Success Measure(s): New Church School Superintendent trained by Chris Braddock in March 2018

Title: Search Committee for Youth Ministry Director
 Description: 20 hour/week position to Coordinate and Lead the Middle School through High School Cooperative Youth Program
 Lead/Chair: TBD
 Date: ASAP
 Success Measure(s): Youth Ministry Director in place for new program year fall of 2017



Coordinators: Judy Cox, Dayna Brown Majorowitz
Staff Support: Pastor Matt
Description: Guided by our CCC covenants, the Mission and Outreach ministry strives to support positive change in our wider community.

Activity/Mission Focus	Mini Description	Chair(s)/Leaders(s)
Open & Affirming	LGBTQ issues/advocacy	LJ Ingram
Racial Justice Circle	Advocacy for racial justice, BLM	Anna DeNicolò, Clarence Stone, Mary Stone, Jim Henkelman-Bahn
Legislative Advocacy	Justice within MD court systems	Sandi Zeese
Global Poverty Reduction	KRMA Ugandan Ministry	Lois Stoval, Aldene Ault
Global Human Rights	Israel/Palestinian Conflict and Search for Peace	Anne Weissenborn
Creation Care	Stewards of the Earth	Jim Conklin
Local Community	Impact Silver Spring Shepherd's Table Shaw Community Ministries	Jim Henkelman-Bahn TBD Marjorie Hoffman

New or Renewed Ministry Activity(ies)

Title: Becoming a Sanctuary Community
Description: Research feasibility
Lead/Chair: Anna DeNicolò, Bob Tiller, Sandi Zeese, others
Date: Fall 2017
Success Measure(s): TBD

Title: Outreach to Ethiopian Community in Silver Spring
Description: TBD
Lead/Chair: Pastor Matt
Date: Fall 2018
Success Measure(s): TBD



Coordinators: Bud Dennie
Staff Support: Pastor Gloria Grant
Description: Member Care and Fellowship facilitates care and community activities for CCC members.

Activity/Mission Focus	Mini Description	Chair(s)/Leaders(s)
Because We Care	Lay Ministry visitation	Jane Anderson
Referral and Service	Reception Prep for Memorial Services	TBD
New Member reception	Reception and orientation	TBD
Greeters	Sunday welcome at the door	TBD
Health Ministry	(description here)	Kerri Hufford
Retreat House	Retreats / fellowship	TBD
Fellowship Time	Coffee/refreshments after Sunday worship	Jane Webber
Annual Picnic	September Sunday service at local park, with potluck breakfast and outdoor activities	Jane Webber
Let's Have Fun!	Monthly Potluck and Game Night	Holly Massett Duff
Big Band Dance	February event with music and dancing to raise funds for Youth Mission trip	Jane and Mike Webber

New or Renewed Ministry Activity(ies)

Title: Discipleship Plan from Visitor to Member
Description: To come
Lead/Chair: TBD
Date: Fall 2017
Success Measure(s): TBD



- Coordinator: Gwen Garrison, Moderator
Tim Carrigan, Past Moderator
(TBD), Moderator Elect
- Support: Sarah Ingram (Clerk), Steve Petersen, Communications Coordinator, Auditor (TBD)
- Description: Coordinating Council convenes on a regular basis to develop the strategic vision and plans for the church community and handle routine church business.

Activity/Event/Program	Mini Description	Chair(s)/Leaders(s)
Communication Team	Works to disseminate event and activity information to the CCC community	Steve Petersen
Breeze Team	Works to strengthen and promote the use of Church Management Software	Alison Petersen
CCC Website and Social Media Team	Works to enhance, maintain, and disseminate CCC information through our website and social media	Pastor Matt
Leadership Recruitment & Nominating Team	Educates and seeks to identify future leaders in the faith community	Gwen Garrison

New or Renewed Ministry Activity(ies)

- Title: Align new CCC website, Breeze and mass email service called Mail Chimp
- Description: CCC brought up a new website and we need to sync it with Breeze and Mail Chimp
- Lead/Chair: Gwen Garrison, Alison Petersen, Steve Petersen, Dave Main, Pastor Matt
- Date: Goal is to have syncing plan identified and then workflow initiated by December 2017
- Success Measure(s): TBD



UNDERWAY | **SUPPORTING MINISTRY AREAS:
ADMINISTRATION, PROPERTY, AND FINANCE**

Coordinators: Larry Duff for Congregational Assets

Other Key Leaders: Dean Ripple (Treasurer), Greg Muncil (Financial Secretary)

Staff Support: Dianne Abraham

Description: Oversees and is accountable for all fiduciary matters of the church

Activity/Event/Program	Mini Description	Chair(s)/Leaders(s)
Budget Team	Monitors the annual budget	Dean Ripple (Treasurer), Greg Muncil (Financial Secretary)
Property Team	Monitors the annual building maintenance plan and capital improvement projects	TBD
Personnel Committee	Oversees and monitors policies and procedures including Safe Conduct Procedures	Doug Redmond & Mary Pence
Business Planning Team	Connects the dots between mission and programs, To specify the resources that will be required to deliver those programs	Larry Duff

New or Renewed Ministry Activity(ies)

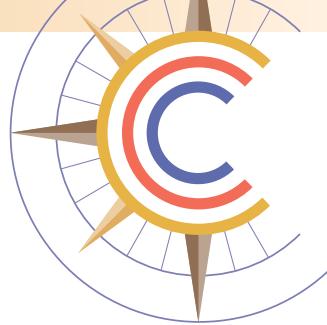
Title: Business Planning Team

Description: Create new team to assessment strategic opportunities for new and existing financial partnerships

Lead/Chair: Larry Duff

Date: TBD

Success Measure(s): TBD



UNDERWAY | **SUPPORTING MINISTRY AREAS:
CONGREGATIONAL GIVING**

Coordinators: TBD for Congregational Giving

Other Key Leaders: Dave Main, Clerk of the Rolls

CCC Staff Support: Pastor Matt Braddock

Description: Oversees the annual fundraising efforts

Activity/Event/Program	Mini Description	Chair(s)/Leaders(s)
Planned Giving Committee	Provides education and information with respect to contributions to the Endowment Fund, such as bequests, trusts, life annuities, and major gifts	Dan Pence
Pledge Sunday Campaign	Annual Stewardship pledging to support the Unified Budget	Dan and Mary Pence
OCWM 5 for 5	Oversees the UCC “Our Churches Wider Mission” 5 for 5 Giving campaigns	TBD
Special Giving Requests	Manages and Assists in any special fundraising requests	TBD

New or Renewed Ministry Activity(ies)

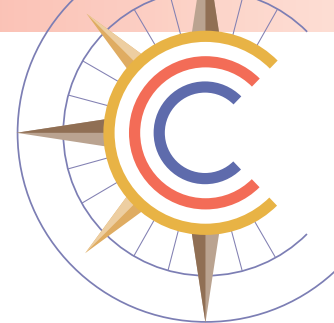
Title: Strategic Planning for Annual Giving

Description: Create a strategic plan the incorporates all giving/fundraising opportunities

Lead/Chair: TBD

Date: TBD

Success Measure(s): TBD



Officers

Gwen Garrison, Moderator
Sarah Ingram, Church Clerk
David Main, Clerk of Rolls
Dean Ripple, Treasurer
Bridgette Pellew Dougall, Assistant Treasurer
Greg Muncill, Financial Secretary
Assistant Financial Secretaries:
 David Ackerman
 Barbara Breads
 Michael Breads
 Sue Dollins, Lead FS
 Mary Pence
 Claudia Tornblom
Steve Petersen, Communications Officer
Susan Hill and Jackie Walters, Archivists

Executive Council

Pastor Matt Braddock, Senior Minister
Gwen Garrison, Moderator
Tim Carrigan, Past Moderator
John Malone, Moderator Elect
(through Jan 2017)
Sarah Ingram, Church Clerk
David Main, Clerk of Rolls
Dean Ripple, Treasurer
Greg Muncill, Financial Secretary
Patty First, O&E Chair
Larry Duff, Trustees Chair
Susan Gray, Deacons Chair
Kristen Brown, CE Chair
Tom Doggett, Stewardship
Judy Cox, At-Large
Matt Dinkel, At-Large
John Wack, At-Large

**Board of
Christian Education**

Rebecca Adams
Claire Barry
Geri Brennan
Steve Jordan
Ann Keeler
Jane Meier
Joy Petersen
Jim Stedman
Holly Stephens
Elaine Tiller
Kristen Brown
(Chair)

Board of Church Life

Melinda Martin-Beltran
Barbara Breads
Emily Costa
Lissa Costa
(Chair)
Tony Costa
Renee Gamez
Linda Phelps
Susan Thiel
Jane Weber
Mike Weber

Board of Deacons

Jane Anderson
Joanne Barnett
David Bell
Sue Bratten
Susan Gray
(Chair)
Marti Hoffacker
Ann Marshall
Dan Pence
Mary Pence
Audrey Platt
Neville Platt
David Squires
Kathy Stedman
Sandi Zeese

**Board of Outreach
and Engagement**

Steve Anderson
Bob Brown
Patty First
(Chair)
Heather Lair
Trisha Lay
Kathie McConnell
(Vice Chair)
Karen O'Steen
Mary Stone

Board of Social Witness

Phyllis Badesch
Carl Brandt
Jennifer Bunch
Jim Conklin
Judy Cox
John Enagonio
(Treasurer)
Lucas Hirsch
Adrienne Johnson
Nancy Mills
Ndimyake Mwakalyelye
Jane Osburn
Jim O'Steen
Rebecca Reviere
Scott Wales
(Co-Chair)
Anne Weissenborn
(Co-Chair)

Board of Stewardship

Tom Doggett
(Council Rep)
Dave Main
(compilation)
Mary and Dan Pence
(Leadership)
Dave Ackerman
Tom and Aldene Ault
Jim and Kristen Brown
Judy Cox
Tom Doggett
Sarah Ingram
Peder Maarbjerg
Alison Peterson
Olen Stephens

Board of Trustees

Chris Bublitz
Lawrence Duff
(Chair)
Marilyn Hall
Dayna Brown Majorowitz
Steve Petersen
John Potts
(Vice Chair)
Doug Redmond
Olen Stephens
Bob Tiller
(Secretary)

COMMITTEES AND TASK FORCES

Audio Visual

Phil Michel, Chair
David Main
Ndimyake Mwakalyelye

Buildings and Grounds

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

Arts

Stephanie Fitzpatrick, Chair
Laura Boyer
Carl Brandt
Sonja Fisher
Jeanne Young

Communications

Gwen Garrison
Susan Gray
Sarah Hall Ingram
Leslie Lanagan
Steve Peterson
Linda Phelps
Anne Weissenborn

Music Committee

Jackie Walters, Chair
Ingrid Baynes
Rick Brush
Ben Doggett
Marti Hoffacker
Lynne Joseloff
Ann Keeler
Priscilla Peterson
Sharon Rising
Jeanne Young

Personnel

Mary Pence, Chair
Kristen Brown, CE
Tony Ingram, At-Large
Ann Marshall, Deacons
Douglas Redmond, Trustees
Bob Tiller, At-Large

Planned Giving

Dan Pence, Chair
Tom Ault
Chris Bublitz
Sarah Hall Ingram
Jeanne Young

PPRC

Merlene Bagley, Chair
Tom Ault
Trish Esposito
Douglas Redmond

Referral and Service

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

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

COMMITTEES AND REPRESENTATIVES

Richardson Scholarship

Carolyn West-Gipson, Chair
Lynne Joseloff
Olen Stephens

Sanctuary Committee

Aldene Ault, Co-Chair
Linda Phelps, Co-Chair
Toko Ackerman
Jean Caswell
Randy Caswell
Sue Dollins
Stevan Fisher
Valerie Freeland
Ruth Haigh
Makiko Inoue
Cyndy Wright Johnson
Doris Jordan
Ruth Kaupert
Jane Meier
Karen O'Steen
Barbara Redmond
Jackie Walters

Senior Adults

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

Ushers

Pete Boyer
Laura Boyer
Jim Brown
Don Collins
Sue Dollins
Dirk Fitzpatrick
Nancy Mills (sub)
Linda A. Phelps
Marsha Spieth
Rosmarie Suitor
Jim Walters

Potomac Association

Moderator Gwen Garrison
LJ Ingram
Anne Weissenborn
Mary Stone (Alternate)

Central Atlantic Conference

Moderator Gwen Garrison
LJ Ingram

Cub Scout Pack 275

Matt Dinkel, Liaison

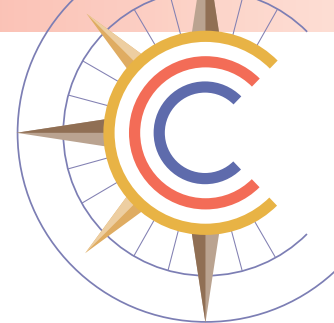
Ministries United

Silver Spring Takoma

Sue and Marorie Stay

Shaw Community Ministry

Marjorie Hoffman



CCC MODERATORS | 1944–2017

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	2016 – 2017	Gwen Garrison