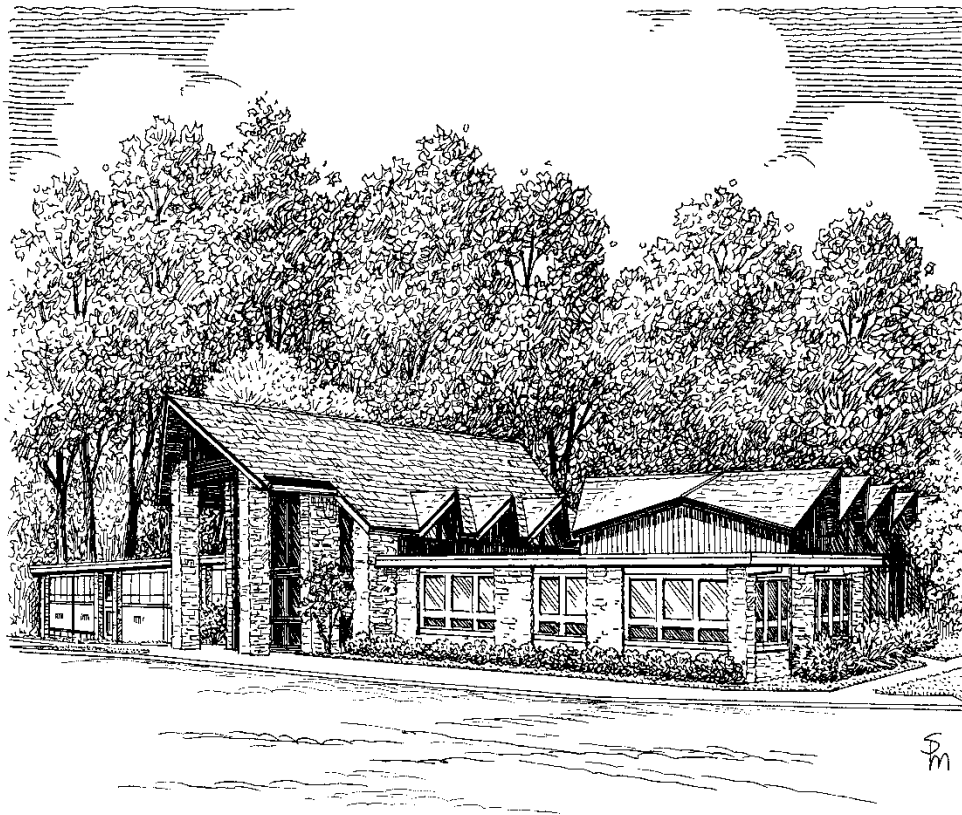




Little River United Church of Christ Annual Report for 2016



January 29, 2017

(Please see the addenda for additional information)

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Staff, Officers, and Leaders Serving in 2016

Church Staff

Senior Pastor
Transitional Pastor for Faith Formation, part year
Director of Music
Children and Youth Choirs Director
Church Business Administrator
Communications Coordinator
Sexton and Coordinator for Youth and Children's Ministries
Child Care Providers

Rev. Dr. David B. Lindsey
Rev. Henry E. "Hank" Fairman
Craig Stapert
Ashton Streavig
Donna I. Jones
Roberta Croll
John Davis
Yris Saenz
Liana "Lia" Berbichashvilli

Officers

Moderator
Past Moderator
Moderator-Elect
Church Clerk
Membership Clerk
Historian/Archivist
Treasurer
Assistant Treasurer, part year
Comptroller
Receiving Financial Secretary
Recording Financial Secretary

Rob Peters
Cici Thompson
Carolyn Yocom
Ann Lingo
Dee Cardiff
Gwen Crepeau, Florence Deike
Mary Summers
Gary Allen
David Curtis
Office Staff
Office Staff

Board Chairs

Board of Christian Education
Board of Deacons
Board of Outreach and Social Justice
Board of Trustees

Saundra Honeysett
Dawn Forrest
Amy Mireku
Robin Petrusak

Committee Chairs

Arts Committee
Audit Committee
Communications Committee
Endowment Fund Committee
Finance Committee
Flower Committee
Music Committee

In abeyance
George Matthews
Jan Curtis, Hube Beckwith
George Leonard
David Curtis
Ruth Duncan
Barbara Lowrey

Nominations and Appointments Committee
Personnel Committee
Stewardship Committee
Women's Ministry Team

Roy Brooks
Jean Wheelock
Rob Peters
Pam Binninger

Church Clerk

Meetings of the Congregation:

At the Annual Meeting on February 7, 2016, the congregation:

- Approved clergy salary/housing allowance ratios for 2016.
- Received and approved reports of officers, boards, committees and staff for 2014.
- Approved membership changes.
- Approved changes to the Endowment Fund Policy to specify that unrestricted memorials and special gifts be transferred to the General Endowment Fund.
- Approved changes to the Building and Parsonage Funds which removed liabilities and negative balances.
- Approved a resolution to support the people and communities in Syria and the Middle East.
- Elected officers and members of various boards and committees.
- Approved the recommendation of the Mission and Vision Study Group to add wording to the Mission and Vision Statement.
- Approved By-Laws changes to create two Boards: a Governance Board to provide administrative and policy framework for the Church and a Ministry Board to coordinate and implement the Church's programs and ministries. The Boards are to meet three times annually as a Church Council. Additionally a Communications Committee was established.

At the Re-convened Annual Meeting on March 6, the congregation:

- Approved the 2016 budget.

At the Congregational Meeting on October 16:

- Rev. Dr. Claire W. Bamberg of the Center for Progressive Renewal shared the findings of her report to the congregation, "Moving Forward Towards and With Common Vision and Purpose," and answered questions.

At a Congregational Meeting on October 23:

- Approved changes to the Endowment Fund Policy and Plan of Operations.
- Approved a motion to extend the date of availability of a grant from the Parsonage Fund to David Lindsey for the purchase of a house to November 1, 2018.

A Church Gathering was held on July 17 to update the congregation on the budget, building concerns, and the Interim Associate Pastor search process.

Meetings of the Church Council:

The Church Council met for regular meetings on:

January 13, January 20, June 8, September 14, October 12, November 9 and December 14.

A special meeting was held on August 28 to approve hiring for two temporary positions.

Meetings of the Governance Board:

The Board met on April 13, May 11, July 13, November 9 and December 14.

Respectfully Submitted,
Ann Lingo

Moderators

The year began with the annual meeting being postponed from the last Sunday of January to Sunday, February 6, thanks to a snow storm. While significant business was conducted on that date, lengthy discussion of the proposed budget led to adjourning the meeting to March 6 to provide time for further budget planning by the Trustees. A small advisory committee was appointed to assist this work as detailed in the minutes of the two sessions of the annual meeting. The revised budget proposal was adopted during the March session.

During the year, a new approach to conducting the congregation's business, as approved by the annual meeting, began. While the Church Council was retained for considering major issues (such as the budget recommendations), which ultimately are referred to the congregation, the on-going work of the church was conducted by two working groups of the council: the Ministry Board and the Governance Board. The Church Council met on an as-needed basis.

The Ministry Board carried on the work of planning and coordinating the major programs of the church. The Board includes the chairs of the major committees (Deacons, Christian Education, Outreach and Social Justice, Deacons, Communications and Stewardship), and is led by the Pastor as a non-voting member.

The Governance Board carries the financial and administrative responsibilities of the church. It consists of the moderator, past moderator and moderator-elect, three at-large members and the chair of the Trustees, the Treasurer, and the Church Clerk. The Membership Clerk, the Personnel Committee, the Comptroller and Historian/Archivist also report to the Governance Board. Both boards are open to attendance by church members at will.

In April, the Governance Board reviewed the charter of the Personnel Committee which was approved with changes in December. It also reviewed draft position descriptions for all staff both paid and volunteer, as prepared by the Senior Pastor. They were adopted in the June meeting of the Board. The Board received a proposed policy from the Finance Committee to avoid compensating members for services rendered, unless specifically approved by action of the Governance Board. The policy was referred to the agenda of the September 18 congregational meeting.

At the end of July, the Rev. Hank Fairman, whose contract with the congregation was to conclude at the end of October, received a call to become the settled pastor at St. John United Church of Christ in Fairport, Illinois. The congregation marked the end of Rev. Fairman's ministry at Little River with a reception and program on Sunday August 21. Rev. Fairman's last day at Little River was August 31.

Looking to the future, the Governance Board and Church Council named a committee to consider a variety of possible models for ministerial staffing in view of recent reductions in financial support due to deaths, moves and retirements among members. This committee's efforts were then coordinated with the work of the Rev. Dr. Claire Bamberg. With support from Central Atlantic Conference, Rev. Dr. Bamberg, a consultant with the Center for Progressive Renewal, began a study which led to a report to and discussion with the congregation in October. The purpose of the study

was to outline a number of options the congregation could consider regarding future uses of its facilities and as well as options for program development. Members were asked to respond to a survey questionnaire indicating their preferences among the options proposed. A report of the preferences was prepared and shared with the Church Council. Additional discussions and a review of these results are to take place in 2017.

As we prepared to plan for 2017, special congregational meetings were held in July and October to help the congregation understand the financial resources of the church and to answer questions. This combined with the ongoing staffing discussions helped to move us into the stewardship program with a better understanding of the needs of the church.

As we close out 2016, we recognize that we have challenges ahead, but that we have made a great deal of progress in learning who we are and prioritizing where we want to go as a congregation. We think there are wonderful things ahead for Little River in 2017!

Respectfully,

Rob Peters, Moderator

Cici Thompson, Acting Moderator

Senior Pastor

2016 was a strange year for a great many reasons. Across the United States, we witnessed a bitterly divisive presidential campaign whose outcome we are still processing. The unexpected deaths of several pop culture icons caught the world off-guard, from music (David Bowie, Prince, Leonard Cohen) to acting (Alan Rickman, Carrie Fisher, Debbie Reynolds) and beyond. Even the happier things that occurred seemed truly weird, as when the Chicago Cubs finally won the World Series.

Here at Little River, 2016 was both wondrous and strange. On the joyous side of ministry, I was delighted to see a steady stream of first-time visitors looking for a congregation like Little River. As we continue to welcome new visitors, and as several of those visitors become members, I continue to be convinced that God has need of us in Northern Virginia. In fact, I believe that God may be drawing more and more folks into our common life in the coming years. If we manage this moment well – this time of heading toward where we feel called to go – then I see no reason that Little River cannot double in membership and worship attendance over the next 8-10 years. At every turn – in worship preparation, in committee meetings, in phone calls to church visitors – I find myself asking, “What choices do we need to make in the coming year(s) to get ready to receive such growth?”

Our greatest challenges in 2016 were, I think, around finances and staffing. Several years of quietly widening gaps between vision and mission on the one hand, and stewardship and budgeting on the other, finally came to a head this year. For years, we have had a very small percentage of our annual budget dedicated to programs, operations, and savings. We did so in order to spend robustly on personnel and benevolences. At the start of 2016, however, we faced the very real possibility that we would be spending even more on personnel and benevolences, to the tune of 70% of our budget on personnel and 20% on benevolences. This would have left only 10% of our budget for everything else that we do, and half of that 10% would have been taken up by our utility bills. This could not continue.

As a result, we began 2016 with a difficult conversation about our budget, including whether we would have to cut back on staff, pastoral support, benevolences, or some combination of them all. The results of that discernment process included significant cuts to benevolences, particularly Our Church’s Wider Mission (OCWM). This was a painful decision, as we have long been generous supporters of the wider United Church of Christ through OCWM. I suspect we will revisit the question of how generously to fund OCWM in 2017.

This past year also marked the conclusion of Rev. Hank Fairman’s contract as our Transitional Pastor for Faith Formation. Hank arrived at Little River in the Fall of 2012, and his contract was for an estimated two to four years. With the conclusion of Hank’s ministry with us, I found myself as the only pastor on staff for the first time in my 13-year career in ordained ministry. While these have been an exciting few months of continuing to deepen our relationship as pastor and congregation, I am eager to have more pastoral support soon.

As 2016 concluded, I am happy to report that our ministry is in improving financial and personnel shape. Our pledging for 2017 looks robust, and our expenditures look manageable in the new year. Our staffing costs are getting under control, so that we as a church are able to free up resources to

support other areas of ministry needs. Further, our Interim Associate Pastor Search Committee has begun to receive profiles and will hopefully be hiring a candidate in the next few weeks and months.

Sadly, this year also marked several significant deaths in our congregation and conference. Here at Little River, we lost more folks who have helped shape Little River over the years, including (but not limited to) Maggie Duncan, Ruth Hill, Jan Wands, and Eleanor Wulff. The Central Atlantic Conference (CAC) also saw the death of John Deckenback, our Conference Minister. John died suddenly at his desk this past summer, a shock that rippled throughout our entire denomination. For twenty-four years, John had served as the Conference Minister of our CAC. Many of us at Little River did not know the Conference without him. As in any long-term relationship, there were things that John did that alternately delighted and frustrated many of you at Little River. For my part, I will say that I never had any real arguments with him. He was a great support to me in my first two years at Little River: offering an ear to listen, returning my calls about one issue or another, and prodding me to be and do more than I thought I could. I miss him, and I regret that I didn't have more time to get to know him.

In closing, I want to thank you all for the opportunity to serve as your Senior Pastor. These have been strange days, but they have also been filled with wonder. Each year, I have the honor of presiding at baptisms and funerals alike; of sharing joys and concerns with you; of visiting with you in the hospital, after committee meetings, and over coffee. Through it all, you keep encouraging me to boldly proclaim God's radically inclusive love, even as you have to handle my faults and foibles. I am truly humbled to have the chance to serve God by serving you, and I am both excited and overwhelmed by all that the Holy Spirit has done and is yet doing in our midst!

In Christ's peace,
Rev. Dr. David B. Lindsey
Senior Pastor, Little River UCC

Church Business Administrator

The position of Church Business Administrator reports to the Senior Pastor and works closely with the Stewardship Committee and Treasurer Team. My first responsibilities are to ensure welcoming front desk coverage (provide hospitality to visitors and members), answer phones calls, and respond to email requests, and work on church finances and operations.

On April 25 I had unscheduled arthroscopic knee surgery, which left me home bound for 8 weeks. I returned back to work on June 23 to a new position as Church Business Administrator. My co-workers were glad to have me back in the office.

As Church Business Administrator, I analyzed all outside renter payments. I discovered an error; Virginia Music Adventures owed the church \$10,000.00. They had not been paying since 2014. I assisted with the collection of the special survey and mailing from consultant Claire Bamberg with Trustee Ben Northup. I coordinated with members/committees to update the church calendar related to meeting space and worked with outside vendors on building use applications. I still coordinate the counting of the Sunday offering and entering it in ACS software. I continue working on accounts payable to ensure timely payments (e.g. reimbursements, paychecks and checks to vendors) in ACS. Entering the people (members, non-members, friends, or visitors) to add/edit pledges is imperative on the ACS software. I purchased office and copier supplies, gathered and called in monthly payroll for all church employees, coordinated office volunteers for various projects, worked with church members to fill out the Spiritual Gifts questionnaire, and attended committee and board meetings. Once committee meetings started in September, my hours were long days with one or two evenings per week attending a board or committee meeting.

As Church Business Administrator, Pastor David asked me to join and become active in the DC Metro Chapter of National Association of Church Business Administration. I have attended three chapter meetings this past year in September, October, and November. This opportunity will help me to advance in my work, by meeting and sharing ideas and concerns with my peers. I hope to attend and volunteer at the 2017 National Conference for Church Administrators at the Gaylord National Harbor Conference Center, National Harbor Maryland, July 3-6, 2017.

The day and life of Church Business Administrator is busy and each day is different and rewarding.

Respectfully submitted,
Donna I. Jones

Communications Coordinator

As Communications Coordinator, I began the year at 20 hours per week and in that capacity was producing the weekly Sunday bulletin, the Current Tidings e-newsletter, Little River's Facebook and Twitter accounts, the Currents online newsletter, the In the Stream section of the website and the Current Reflections monthly print newsletter. In addition I was posting notices on the bulletin boards and other smaller office tasks such as updating the weekly attendance spreadsheet, answering the office phones (when needed) and assisting the office administrator to produce the quarterly directory, etc.

Since then, I've decreased my hours to 10 per week and still continue to do all of the above except the bulletin boards and the additional smaller office tasks. There is much to do with communication at Little River UCC, and I often feel pressed for time, so as necessary, I request assistance from the Communications Committee for any tasks that I am not able to finish in my allotted hours.

I look forward to continuing my role of Communications Coordinator in the church and working on ways to improve the process of "getting the word out" during the coming year.

Respectfully submitted,
Roberta Croll

Sexton

Another year has come and gone with mixed success. Together with the help of volunteers and the Trustees we have tackled several projects from the painting of the narthex to refurbishing the teak benches around the patio area.

There have been representatives from different vendors who have come in and looked at the grounds and the roof and suggested ways to prolong the effectiveness of their intended purpose. To that end, the trustees hired one vendor to abate the erosion of part of our ditch system along the driveway. We have also had a difficult year with our forest. By my estimation we have had almost 20 trees fall over the past year. I have been witness to many of these and more often been involved in the cleanup of them along with other volunteers. We even had to bring in professional arborists on a few occasions to bring down diseased trees to prevent harm.

Another vendor came in and found several areas on our roof which he thought might be the cause of the leaks in the narthex and social hall. After I repaired them it appears we have finally stopped the leak in the narthex but not the social hall. The search continues.

With our aging building comes aging fixtures. I have changed the working parts of several toilets and even put in a new one or two. I have started a fixture-by-fixture appraisal, changing bulbs and ascertaining that the proper lights are installed according to the ballast installed. I am also replacing our old fire exit signs with newer LED models as they fail.

And sadly, our downstairs boiler had one last hurrah at the end of the year. The circulating pump finally gave out after a heroic run of many decades. We tried to fix it but it just did not take. With the new unit installed I anticipate another 50 years of solid, faithful service. I've been told our boiler is of superior manufacture and should be reliable for 150 years. They just don't build them like that anymore.

Lastly, I would like to invite anyone and everyone to think about our building. It is a challenge to keep her in spiffy condition, ready to serve us without reservation. On that note, I want to encourage you to reach out to me if you want a tour. Whether you have been here for years or have just joined our little family, I would love to show you around and answer any questions you may have. You may learn something and I always welcome fresh eyes and new perspectives.

In closing, I just want to say what a pleasure it is to be a part of such a great team chosen to maintain this property. And what a team we have. So much is dependent upon volunteers to keep us going. From donations of time as well as money, we could not do it without them. I thank you from the bottom of my heart.

Respectfully submitted,
John Davis

Membership Clerk

Total membership reported as of January 1, 2016 498

A. Additions during the year:

i. Confirmation 0

ii. Transfer/reaffirmation/other 9

Total additions 9

B. Losses during the year:

iii. Deaths 4

i. Eleanor Wulff

ii. Maggie Duncan

iii. Ruth Hill

iv. Jan Wands

iv. Transfers and Removals 10

i. Miriam Stem

ii. Donna Farrar

iii. Lorraine Cheney

iv. Meg Thomas

v. Karl Thomas

vi. Ruth & Wayne Spong

vii. Jan McKee

viii. Dorothy & Jack Nance

Total losses: 14

Membership as of December 31, 2016 493

Baptisms/Weddings/Memorial Services

A. Baptisms 1

B. Weddings at the church 0

C. Memorial Services at the church 1

D. Memorial Services at Greenspring 1

Average weekly worship attendance 2016 178

A. 9:30 service 119

B. 11:00 service 59

As of May 29, 2016, we moved to ONE 10:00 am service 145

Respectfully Submitted,
Dee Cardiff, Membership Clerk

Board of Christian Education

2017

Linda Acar
Jane Wallace

2018

Mike Craven, Secretary
Michelle Mitchell

2019

David Roach

In a year of tumultuous changes CE worked to keep consistency throughout its faith formation offerings. Here are the highlights from 2016:

Adult Education

The winter classes began with a Christian Mystics seminar taught by Rob Peters; the seminar was well attended and we believe would be of interest if a continuation were offered in 2017.

During the summer a TED Talk series was offered with new themes each week and facilitated by the Boards of Outreach and Social Justice, Christian Education, and Deacons. Each session gave time to watch, discuss and answer the question, “What is God calling us to do with this information?” Adult education classes returned in the fall with a focus on social justice and race. Partnering with the Board of Outreach and Social Justice (BOSJ) we are offering the “Talking White Privilege” series that will continue into 2017. This program dovetails with the BOSJ “New Jim Crow” series and for the time being has replaced the “Intersections on Race” programming, which will return in the fall of 2017. The fall also provided an opportunity for Pastor Lindsey to offer monthly class on Process Theology. Meeting on the first Wednesday of each month the 9-part series examines Christian belief in light of the scientific, mathematical, and philosophical advancements over the past century.

Church School

2016 continued another year of strong programming with Seasons of the Spirit for the K-12 classes and Godly Play for Pre-K children. Our average attendance is 25 children a week, with consistent showings in the younger age groupings and nursery. The children engage in age appropriate play and crafts while receiving a lesson which reinforces the scriptures read in the sanctuary. We anticipate growing numbers throughout the 2017 calendar year and will continue using our current curricula while we research new ideas that may be more applicable for our children and youth.

We hope to offer an Our Whole Lives (OWL) class sometime in the next two years but will need to recruit trainers and determine the level of interest.

Women's Ministry (please see their full report under Committee Reports)

Youth Group

Our youth group is a small, but mighty group of busy members! After a short hiatus in leadership John Davis graciously stepped in to lead the group in October and since then has offered events such as bowling, a crop walk, and soon, ice skating. Attendance has been low as we try to rebuild the program and as these teens are busy preparing for college and with school/work obligations. Moving forward John will be offering time Sunday afternoons at LRUCC to meet regularly.

First Friday

The First Friday program returned in November and December with great success and an average attendance of 40 children and 25-30 volunteers! John Davis has also agreed to take over the leadership of this program as the search for a CYCM minister begins. We have not changed the structure in order to keep a sense of familiarity for the kids, as well as the volunteers who have been attending for years. We hope to offer sessions in February, April, and May as in past years. As always, volunteers for this program are critical and we will continue to need assistance!

Yours in Faith,
The Board of Christian Education

Board of Deacons

2017

Clark Beil, Treasurer
Dawn Forrest, Chair
Daniel Jimenez
Brett Kassabian
Claire Ward

2018

Lorri Jones
Jackie Lascola
Ginny Peters
Kathleen Styles

2019

Carrie Douglas
Carolyn Johnson, Secretary
Bruce Summers, Vice Chair

Worship Committee: Carolyn Johnson, Ginny Peters, Claire Ward

Evangelism Committee: Lorri Jones, Jackie Lascola, Bruce Summers

Parish Care Committee: Carrie Douglas, Dawn Forrest, Brett Kassabian

Fellowship Committee: Clark Beil, Dan Jimenez, Kathleen Styles

The Board of Deacons supported the spiritual life of the church in numerous ways over the course of the year. Regular responsibilities included helping the pastor(s) create meaningful worship experiences, organizing fellowship opportunities, offering loving support to the congregation in times of celebration and need, and sharing the good news of God's radically inclusive love. Deacons organized two all-church picnics, simple soup and salad suppers for the Lenten series, mailing of cards to the bereaved, sign-ups for liturgical support and communion, mailing of homemade cookies to college students, offering of blankets at baptisms, and scheduling of drivers for the Greenspring Water Taxi.

A major change took place this year in the life of our church when after several months of contemplation and thoughtful reflection, it was decided to make the shift from holding two Sunday morning services to having a single 10:00 service throughout the year. This change went into effect in September and afforded the opportunity for many more occasions to share a meal and spend more time with fellow congregants after the service. Deacons will continue to work with the other boards impacted by this change as well as the congregation to determine if any further adjustments are needed.

The Deacons supported a celebration for the four years of ministry that Pastor Hank Fairman brought to LRUCC and wished him a fond farewell in August. We also provided support for our Member in Discernment, Jason Thompson, as he walked through the process of preparing for his Ecclesiastical Council and moving toward ordination in the United Church of Christ.

This year also saw an end to the Exercise Class, which several members participated in over the eighteen years it took place. Declining numbers made the class unsustainable. On a brighter note, we were actively engaged in supporting the purchase of some new signage placed at our entrance on Little River Turnpike which has received wide praise from the community.

Thankful for the support of active and off-board Deacons,
Dawn Forrest, Chair

Board of Outreach and Social Justice

2017	2018	2019
Nancy Hall	Joy Faunce	Betty Cox
Amy Mireku*		Karen Kleiber
Gail Perry		Emily Tuszynska

Note: Bob Lingo attended Board meetings during 2016 as an alumni member of the Board.

Jill Ross and Josh Clark joined the Board mid-year and plan to seek full terms through the nominations process at the Annual Meeting. Rev. Hank Fairman was an ex-officio member of the Board until his departure in August. Rev. David Lindsey then joined the Board as an ex-officio member.

The Board of Outreach and Social Justice (BOSJ) oversees LRUCC'S outreach ministry to the local community, nation, and the world. We allocate benevolences to partner organizations, provide opportunities for "hands-on" mission projects, encourage in-kind giving to local benevolences, support giving to the UCC's four special offerings, support Fair Trade through monthly sales of chocolate and olive oil, and foster greater understanding of underlying social justice issues. In 2016, the Board focused much of its programmatic work on continuing to learn about The New Jim Crow through a series of events sponsored by a grant from the Potomac Association. We also participated in the DC Pride Parade and made a grant to a church member from the Thelma Morris Fund to support overseas mission work.

Expenditures

In 2016, the Board received three categories of funds from the LRUCC annual budget:

- 1) a designated amount to support Our Church's Wider Mission (OCWM) and the Potomac Association (PA);
- 2) an allocated amount for benevolence giving at the Board's discretion; and,
- 3) new for 2016, a separate budget line-item for program expenses. In the past, the Board has used a portion of the benevolence allocation to support programmatic activities (e.g., Pride Parade registration fee).

Both the OCWM designation and the allocation for benevolence giving were reduced from 2015 levels because of the budget shortfall in 2016.

Funding	2015 Amount	2016 Amount
Our Church's Wider Mission	\$73,900	\$40,648
Potomac Association Dues (based on church membership)	\$9,459	\$9,714
Board-Designated Benevolences	\$31,127 (the Board used approximately \$1,341 for program expenses)	\$17,420
BOSJ Program Expenses	(see above)	\$3,000

Funds contributed to the UCC's Our Church's Wider Mission (National Office) supported domestic and international UCC mission projects and disaster relief efforts. Dues to the Potomac Association (PA) helped support the PA's activities and staff.

In 2016 BOSJ made grants totaling \$17,420 to the following local and international non-profit organizations: Fairfax FISH (\$3,000), Food for Others (\$1,500), Thrive DC (\$1,750), Homestretch (\$1,500), Shaw Community Ministry (\$3,000), Alternative House (\$1,750), Lancaster Theological Seminary (\$420), ARISE - United College Ministries (\$1,000), Global Ministries partner Anil Henry in India (\$2,500), and International Justice Mission (\$1,000).

The Board spent approximately \$2,000 of its program expenses budget. Major expenses included registration, jeep rental, and rainbow bracelets for the DC Pride parade; picnic area permit for the spring clean-up at Mason District Park; funding for the Stop Hunger Now meal-packing to supplement the amount received from the Easter Fund offering; purchasing two changing tables and pads for the entry bathrooms; providing dinner after the White Gift service; and movies for the Faith in Film series.

In-kind Donations

In addition to benevolence giving from the LRUCC budget, the Board of Outreach and Social Justice oversees many special opportunities for generous giving, in consultation with the LRUCC Council. In the past, we have estimated monetary amounts for in-kind donations made through these special opportunities. Because of the difficulty of putting dollar values on in-kind donations, we have instead listed the quantity of items donated for 2016.

Shaw Community Ministry Summer Camp Collection (June 2016): \$1,896

School Supply Collection (August 2016): Three very large bags were delivered to Main Street CDC; 5 large bags and boxes were delivered to ACCA; and approximately 15 backpacks filled with supplies were delivered to Alternative House.

Welcome Warmth Coat Drive (September - October 2016): Forty-seven adult coats, nineteen sweaters, ten blankets, four sleeping bags, and one bag each of t-shirts, hats, scarves, and gloves were donated to Thrive DC. In addition, two new children's coats were donated to Alternative House and 15 used children's coats were given to ACCA.

Shaw Thanksgiving Basket Collection (November 2016): \$650 in Giant gift cards were donated to Shaw Community Ministry in addition to 21 bags of food for Thanksgiving meals.

White Gifts (December 2016): A total of 298 specific gift tags were collected for ACCA Child Development Center (183), Main Street Child Development Center (90), and Shaw Community Ministry (25). An additional seven gifts were donated and delivered to Shaw. At a suggested purchase price of \$25-35, this amounts to up to \$10,675 in giving.

Donated Food (ongoing): On communion Sundays, the Board collects offerings of non-perishable food items. These food items are designated for Fairfax FISH and are available for any FISH drivers to

serve families in need. Church staff also have access to the pantry to respond to individual cases. A total of nine individual bags of food were donated in 2016. This year, food that was received beyond the amount needed by FISH was donated to:

- Food for Others (approximately 600 pounds)
- Alternative House (18 bags of food including snack and baby items and 10 boxes of diapers)
- Homestretch (1 bag of snack items and 3 boxes diapers)
- Thrive DC (22 bags/boxes of food, 2 large boxes and 3 packages of men's adult diapers, and 5 packages of women's feminine hygiene products).

Toiletries for Thrive DC (ongoing): Toiletry donations, collected in a basket in the narthex, are donated to Thrive DC's ministry assisting homeless in the District. Over the year, five large bags of toiletries were delivered to Thrive DC.

Special Offerings

During the program year the Board advertises and supports five special offerings that are not part of LRUCC's budget. Some of these offerings support the national church's outreach activities or other denominational initiatives, while others are used by the Board to fund outreach.

The national and international mission offerings collected by the United Church of Christ include "Neighbors in Need" and "One Great Hour of Sharing." The UCC's "Strengthen the Church" offering underwrites new church starts, and the fifty-percent of the Christmas offering supports a UCC fund to assist retired ministers and staff with insufficient resources.

The Easter Fund and fifty-percent of the Christmas offering support mission efforts. The Easter offering this year was used to fund LRUCC's Stop Hunger Now September meal packing project. Fifty-percent of the Christmas offering supports social justice initiatives identified by the Board. In 2016, the Board designated the JustChildren Program of The Legal Aid Justice Center and the Church World Service as recipients of the Christmas offering.

Offering	Amount
One Great Hour of Sharing	\$6,644
Neighbors in Need	\$5,857
Strengthen the Church	\$3,693
Christmas offering	~\$6,041
Easter offering	\$5,693
TOTAL	~\$27,928

Dismantling the New Jim Crow Program Series

In 2016, Little River United Church of Christ (LRUCC) undertook a multi-faceted series addressing the issues outlined in the 2015 Central Atlantic Conference (CAC) Resolution to Dismantle the New Jim Crow. To support this work, the Board of Outreach and Social Justice applied to the CAC and received a grant for \$500 to support an educational series. The three original outcomes of the grant were to:

1. Build an understanding of the impact of the school-to-prison pipeline on the local community in Fairfax County/Alexandria City.
2. Discover the ways that individuals and communities of faith can be advocates and activists on the issues that unite us in activism in our communities and state.
3. Educate individuals and communities of faith on the best tools and methods of advocacy to bring their opinions to voice and share them with the political and social leadership to change the system.

As part of this series, we began with a “Summer of TED” series, where we engaged in viewing short education films about racism in America and discussing the causes and effects of racism today. The topics in these short films ranged from Civil Rights featuring Alice Goffman to Racism and Voting featuring Nate Silver.

This fall we have created and participated in an engagement series that welcomed speakers working on specific issues needing advocacy in the communities of Northern Virginia. For each event, we gathered together to learn and enjoyed a meal together to process what we learned and to engage in civil discourse about the issues as well as possible next steps.

On October 2nd, we welcomed Virginia State Delegate Vivian Watts and former Deputy Secretary of Education David Temple to learn about the history of massive resistance in Virginia as well as the legislative hurdles and opportunities in Virginia today. In addition to sharing the history of massive resistance in Virginia, Vivian discussed the bias in redistricting today and David recommended work training for incarcerated citizens to prepare them for release.

On November 6th, Dr. Kenyatta Gilbert joined LRUCC as a guest preacher. Dr. Gilbert is an Associate Professor of Homiletics at Howard University’s School of Divinity, and he is the author of several books about African-American preaching traditions (including *The Journey and Promise of African American Preaching* and *A Pursued Justice: Black Preaching from the Great Migration to Civil Rights*). After worship, we discussed America’s Original Sin by Jim Wallis, a book that explores how racism has shaped and continues to shape America today. Current church members shared their stories of coming to LRUCC (and being welcomed or not), and we discussed how to live into our extravagant welcome.

On November 20th, we gathered again to learn about the school to prison pipeline in Virginia. Our panelists Alisha Burnett, Director of Central Intake Services for Fairfax County Juvenile and Domestic Relations District Court and Bill Casey, the Restorative Justice Coordinator at Northern Virginia Mediation Services, shared their experiences in working to divert youth into the Restorative Justice program. We learned about the great possibilities of Restorative Justice, but also that not all schools and police districts may be implementing it to the same extent. Mason District Supervisor Penny Gross was there to hear the panel, and shared with us afterward that she was able to speak up and will continue to advocate for full implementation.

As we move into the New Year, we plan to keep our learning about racial justice in the forefront of our social justice work. In January, we will be watching the Virginia legislative session closely to be prepared to advocate for racial justice.

Fair Trade

In 2016 fair trade sales of coffee and chocolate continued monthly under the leadership of Bob and Ann Lingo with assistance of Carolyn Labbe. These sales provide small farmer cooperatives in developing countries a fair price for the products of their labor. This year we supported farmers by purchasing more than 175 pounds of coffee and over 700 candy bars. The Deacon's Fellowship committee purchased an additional 76 pounds of Fair Trade coffee for coffee hour and other events.

Under Dave and Jan Curtis' leadership with help from others, monthly sales of Palestinian olive products benefitted both farmers and a peace-building organization in the West Bank. Our congregation purchased 71 bottles and 29 cans of olive oil, 53 jars of tapenade, 26 boxes of za'atar and, new for Christmas, 20 bars of soap, with a total value of approximately \$3,100. Thank you!

Thelma Morris Fund

In 2016, the Board of Outreach and Social Justice awarded a \$1,000 grant from the Thelma Morris Fund to Katey Summers to support her winter-term mission trip to Honduras with the UVA chapter of SHH (Students Helping Honduras).

Reflection on 2016 and Hopes for 2017

The Board feels that 2016 was a successful and busy year. We struggled a bit in the beginning of the year with the small size of our Board, but were pleased to welcome in the summer new members Jill Ross and Josh Clark, who brought new ideas and enthusiasm to our work.

Funding this year was lower than the past due to budget difficulties, and the Board had to make hard decisions about cutting funding to our local benevolence partners. The Board looks forward to receiving support from available Endowment Fund moneys in 2017 to establish a stronger relationship with ACCA and to work to increase benevolence support to other local partners. Another top priority for Endowment Fund spending by the Board in the new year is to work with Howard University Divinity School to establish an endowed scholarship for LGBTQ students.

We were thrilled to receive a \$500 grant from the Potomac Association to continue our work related to The New Jim Crow. In 2017, we plan to continue the learning accomplished in 2016 and to move into advocacy related to the school to prison pipeline and others aspects of The New Jim Crow.

In 2016, our Board was unable to work toward our stated goal of supporting refugees in our community as well as the development of interfaith outreach to show our solidarity with our Muslim neighbors. The Board did work with the Communications Committee to show support through banners on Little River Turnpike. This has been an area of interest to the LRUCC community, but we have not had the level of support to make additional progress in this area.

Respectfully submitted,
Amy Mireku

Board of Trustees

2017

Lynn Daft
Betsy Erickson

2018

Mike Nagy
Robin Petrusak

2019

Ben Northrup

The Board of Trustees is responsible for financial operations of the church, approving the use of the building and grounds by church members and outside groups, office and administrative operations of the church, and building and grounds maintenance. During 2016, Robin Petrusak served as chairperson of the Board. Ben Northrup and Robin Petrusak represented the Board of Trustees at meetings of the Church Council and Finance Committee.

Financial Operations

During 2016, the LRUCC financial team consisted of Mary Summers, Treasurer; Gary Allen, Assistant Treasurer; Dave Curtis; Comptroller. During December, the Board of Trustees endorsed Mary Summers for re-election as Treasurer for 2017 and appointed Michelle Mitchell as Assistant Treasurer. Dave Curtis resigned as Comptroller at the end of 2016. A new Comptroller has not yet been appointed by the Board of Trustees. The LRUCC financial team works closely with the church office administrator who receives and records payments, cuts checks, and maintains records of vouchers and invoices paid. The LRUCC financial team also works closely with our contract accountant provided by Your Part-Time Controller. Church account balances and the operating fund and designated fund balances are provided monthly to the Board of Trustees and to the Church Council.

The LRUCC Budget for 2016 was approved by the congregation on March 6. In an effort to offer more opportunities for congregational input to the church budgeting process, a budget planning forum was held on May 1. A preliminary 2017 budget was presented to the congregation on October 23, which included preliminary requests from church boards and committees for 2017 program, staffing and benevolences.

Building and Grounds

John Davis continued as Sexton in 2016. Throughout the year, John tackled many tasks, large and small, to keep the building and grounds safe and functional. A small sample of John's work includes patching roof leaks; keeping bathrooms, lights, classrooms and kitchen operational; testing and repair of the emergency generator; maintaining the defibrillator, first aid kits and smoke alarms, preparing for annual fire inspection and pest control; clearing snow and ice from sidewalks. John is instrumental for set up and strike down of chairs, tables and audio visual equipment for meetings and large gatherings in the church. One successful project that John and several Trustees completed in 2016 was cleaning, refurbishing and furnishing two downstairs classrooms to be used as a safe and comfortable work space for the church historians and as a storage area for church historical archives.

Building and grounds maintenance and capital repairs and replacement were a major concern for the Board of Trustees in 2016 and continue to be in 2017. In April 2016 the HVAC system for the narthex, social hall and kitchen was replaced. Total cost was \$58,000 which largely depleted the

capital repair reserve. The heating and cooling unit in room 2 was replaced in the Spring. Further boiler repairs were made in December and the heating unit in lower level room 3 was replaced.

Tree removal consumed a significant portion of the grounds maintenance budget including emergency tree removal of hazardous fallen tree that overhung the back driveway and entrance to the preschool play area. Smaller fallen and dead trees have been handled by the Sexton, a group of dedicated volunteers, and LRUCC's new chain saw purchased in 2016, but larger trees have required the use of a commercial tree service.

During the summer of 2016, LRUCC member Josh Clark provided a professional inventory and assessment of the LRUCC grounds and, in September, presented his findings to the Board of Trustees. Josh Clark's presentation highlighted existing conditions and offered ideas and guidance for actions that LRUCC might take to address specific land management problems such as invasive plants, erosion, run-off management and restoration of riparian zones. He also identified areas where existing features such as the courtyard, labyrinth and Memorial Garden might be modified and improved to meet specific aesthetic, environmental and cultural/community objectives. The Board of Trustees will continue to consider the ideas presented in the grounds analysis to determine what might be implemented given available time and budget. One outcome implemented in 2016 was the repair of a critical drainage problem along the driveway that was threatening to undermine the driveway pavement.

Board of Trustees have identified critical capital repairs that must be addressed by the church as soon as possible. These include replacement of the roof, replacement of the parking lot, replacement of the front doors whose locking mechanisms can no longer be repaired satisfactorily, repair and painting of exterior siding, and replacing the ceiling in the social hall. The Board of Trustees will seek approval of the congregation to secure funding in 2017 to commence these critical capital repairs. Of these, the front door replacement is an imminent need and is scheduled for early 2017. Several estimates were received in 2016 for the roof repair/replacement. One company was determined to be the most knowledgeable, and at their suggestion, John Davis has made additional seam repairs to the roof, which appear to be holding. This is a temporary measure to get us through the winter. It is the opinion of the Board of Trustees that replacement of the most deteriorated portions of the roof must commence in 2017.

Office and Administrative Operations

During 2016 Board of Trustees continued to work closely with the Senior Pastor and the church financial team to support office and administrative operations. This support included upgrading the software on office computers, arranging for bulk mailing capability; oversight of printer/copier maintenance contracts; oversight of phone service, internet service and computer network capability; oversight of church credit cards; installing locking file cabinets in two offices. The Board of Trustees renewed our contract with the Annandale Cooperative Preschool. During 2016 the Board of Trustees met with our UCC Insurance Board representative to review the church insurance coverage. Also in 2016, the church was subject to a "loss control" audit by the Insurance Board. The audit report provided several recommendations to the church, which the Board of Trustees is in the process of addressing. These include revisions to the building use application that is provided to outside groups, and requiring contractors to list LRUCC as additionally insured on their policies when performing work and services on the premises. LRUCC Trustees attended a workshop on

church security in 2016. In September, the Board of Trustees and the Annandale Pre-school arranged for CPR first aid training, which was attended by LRUCC staff, Trustees, LRUCC church school teachers and pre-school teachers and staff.

Building Use

The two largest tenants using the LRUCC building are the Annandale Cooperative Preschool and Virginia Music Adventures, which together account for approximately \$22,500 of building use income. Other building use is primarily by outside non-profit and charitable groups that have a community service or educational mission, offer a fellowship opportunity to LRUCC members, are other UCC church groups visiting the Washington DC area, or are other UCC churches in the Potomac Association needing space for off-site meetings and retreats. The Board of Trustees frequently approves building use to these groups for a significant discount off the posted building use fees, or for free, if the organization is another UCC church or is supported by the mission and outreach of LRUCC. LRUCC's Treasurer estimates that in 2016, the total value of discounted and free building use to outside non-profit and charitable organizations was approximately \$8,000. During 2017, the Board of Trustees will continue to track the value of building use discounts to outside organizations, as this represents an additional benevolence to the wider church community.

Respectfully submitted,
Robin Petrusak, Chair

Nominations and Appointments Committee

2017

2018

Barbara Allen

Tom Ross

Appointments:

Board of Christian Education: David Roach, Class of 2018

Board of Outreach and Social Justice: Josh Clark, Class of 2019

Board of Outreach and Social Justice: Jill Ross, Class of 2018

Music Committee: Amanda Halstead, Class of 2019

Safe Church Committee: Susan Britton

The Nominations and Appointments Committee is responsible for appointing persons to fill mid-term vacancies and securing nominations of persons to serve as officers and on boards and committees who then are voted on at the annual meeting. The Committee evaluates the needs of the whole church in inviting members to serve, while honoring the interests and skills of each nominee. The Committee also maintains the roster of church leaders with the help from the Web Team. This listing is published on the church Web site and in the church directory. The class year refers to the year, in January, when a term expires.

The Committee is staffed by vote of Church council upon recommendations by the Moderator. Donna Jones, Church Business Administrator, was assigned to represent staff at meetings, and attended meetings unless scheduling prevented it. Pastor David Lindsey also attended many meetings as his schedule allowed.

The Committee thanks the many congregants who graciously and even enthusiastically accept the opportunity to serve Little River UCC in elected positions. There continue to be, however, many vacancies on boards and committees.

During this year, the Nominations and Appointments Committee discussed different approaches to inviting participation of members on boards and committees. At times, Committee members invited and/or accompanied members to a meeting prior to their agreeing to serve. Members who did not wish to commit to long terms of service were asked if they would be willing to work on specific projects and tasks in which boards and committees were involved.

Previous Nominations and Appointments committees looked into alternative board and committee structures, and this year Tom Ross re-visited contacting several churches for creative ideas for structuring boards and committees. As the church looks at the LRUCC 2016 survey results and determines a direction for Little River in the coming years, Nominations and Appointments would recommend that the church continue to keep in mind ways to creatively have our members serve in different capacities and in different ways. It is happening, but there is always more work to be done.

The Committee encourages all church members to consider their talents and where those talents may be helpful in service to the church. Church members are encouraged to contact committee members in the upcoming year to discuss opportunities to serve. Again, the Committee thanks all who have served and continue to do so.

Respectfully submitted,
Camille Brooks, Chair

Stewardship Committee

2017

Caroline Labbe

2018

Ellen Wertman

Tom Johnson

2019

Volunteers with the committee: Al Wilson; Rob Peters

The Stewardship Committee chose Celebrate Faithful Giving as the theme for the 2016 annual campaign for financial support for next year. It was based on the idea the giving is one of the faith practices that is an expression of the Christian life.

Planning for the campaign was coordinated with the Trustees in order to establish a reasonable goal that would enable the congregation to consider new alternatives for increasing the level of pastoral staffing in 2017. Two opportunities for sharing information about budget planning were provided by the Trustees and moderators. One was held in May following worship and the second was held on Sunday, October 23. After discussion and consideration of the potential for support, the Trustees and Stewardship committee adopted \$607,000 as the pledge goal. This compared with \$603,000 in pledges received for the current year.

The active stage of the campaign began later than usual in order to accommodate the presentation on October 16 of the congregational study report from Rev. Dr. Claire Bamberg. The Consecration of pledges was held on Sunday, November 30, and was followed by a celebratory luncheon and first report of campaign progress.

Table: Analysis of pledges for 2017

No. of pledges	Num. & % of total	Total \$ and % of total pledged	\$ change (=/_-
New	10 = 7.8%	\$27,360	\$27,360
Increased	48 = 37.2%		\$29,054
Unchanged	48 = 37.2 %		--0-
Decreased	17 = 13.2		()
EFT* pledges	9 =		
Total campaign	139	\$612,329	9,329 over 2016 pledges
Lost	6 = 4.6%		(\$35,285)
Total campaign			

*EFT = pledges expected through electronic transfer via Vanco program

Coordinator for Youth and Children's Ministries

Well, here is my first report on the youth and children's ministry here at LRUCC. I am happy to report we still have a program. Seriously though, this year we have a smaller pool of youth to draw from than we have had in the past. I only took over the program in October during a time of great change. Since then, we have had a couple of events with modest success. At the end of October we went bowling and had 5 youth and 5 adults including myself. A good time was had by all. Most of the kids are busy preparing for college, filling out forms, testing, et cetera which limits their ability to take part in planned activities. Going forward I would like to return to Sunday afternoon's after church for short impromptu gatherings.

Our First Friday program didn't make it out of the starting gate until the November edition but we had great success with this, 40 kids and 24 volunteers. In December we had 43 kids and 31 volunteers. All in all, we haven't changed the structure in order to keep a sense of familiarity for the kids, as well as the volunteers who have been attending for years.

Both programs have their little idiosyncrasies but will require continued tweaks to ensure they proceed with success. Volunteers are the most important factor when considering what kinds of activities could be included to keep the kids engaged and safe. To clarify, volunteers are integral to the success of our youth ministries and I wish to give props to everyone who has helped this year. There are too many to list and I would be remiss if I tried to name everyone but overlooked even one. I can't do it alone and am not too proud to admit it. Suffice it to say, "It takes a village..."

Respectfully submitted,
John Davis

Communications Committee

2017

Jan Curtis

2018

Hube Beckwith

2019

Judy Jacobs Miller

Additional, unelected members: Dave Curtis, Bruce Summers (representing Deacons' Evangelism Committee), Rob Peters (Past Moderator), Roberta Croll (Communications Coordinator), David Lindsey (Pastor, ex officio).

During 2016, the Communications Advisory Team took on official status as a committee recognized in the bylaws with a seat on the Ministry Board. Our name changed to Communications Committee.

The Committee met in person as needed and collaborated electronically regularly. Finding a meeting time convenient for everyone including Roberta is challenging, given multiple work schedules.

A significant accomplishment is the launch of Current Reflections, our monthly printed newsletter. This communication vehicle reaches people who are not on line and provides space for sharing member news more securely than Current Tidings, our email news summary, and the Currents web page, where full-length news items are updated weekly. Current Reflections also provides a platform for longer “think” pieces. We thank Ben Northrup for managing the reinstatement of the church's lapsed bulk mail permit.

The Committee is grateful and amazed that Roberta has continued to produce the weekly Current Tidings and Currents on the website, Current Reflections, worship bulletins, and special pieces such as the Advent brochure, in light of her reduced work schedule. She also keeps an eye on our Facebook pages and assists with uploading news , and Roberta manages the church's fledgling media relations – a growth area for our church. Roberta graciously agreed to work 10 hours weekly, primarily remotely, when her other work obligations precluded her working 20 hours weekly for LRUCC. Being human, Roberta did relinquish responsibility for the social hall bulletin board. The Committee assists Roberta when asked.

Committee members collaborate to keep the photos on the website current. And we proof the Annual Report and edit where necessary.

Speaking of Facebook, in addition to our “corporate” page – Little River United Church of Christ – which is managed by staff, we have our “virtual coffee hour” Little River United Church of Christ (closed group). Just ask to be part of the group, and you'll have access to posts by members and friends.

At this writing the Committee is preparing a proposal to create a new website that is responsive – ie, responsive to the device on which it is accessed. Our current website is not easily accessed on mobile devices. We are eager to ensure that this public face of our ministry is engaging for all demographics, especially younger visitors. In the meantime, the Committee encourages all boards and committees to ensure that the copy describing their ministries on the website is accurate and compelling. The Committee is always available to assist with updates.

During the year the Committee collaborated on selection, wording, and production of roadside banners. We recommend that a group representing a cross section of ministries be established to ensure all voices are heard in these decisions.

The Committee is concerned that the privacy of all individuals is protected as requested, especially in photos posted on our Facebook pages. Photo release forms are available in the Forms section of the footer on the church's website. The office maintains the file of signed forms.

Respectfully submitted,
Jan Curtis, Chair

Historians/Archivists

Great news from the Historians. The move from the old room to the new rooms has been completed. Special thanks to 3 people: John Davis and Trustees Ben Northrup and Michael Nagy for all the heavy lifting, painting, putting up curtains and moving a very large and heavy desk into the space. And we now have a phone and computer. All file cabinets are in place, 4 book cases are there for our use, and we are delighted with all the new space we now have. It's a wonderful, bright and sunny working environment. All cabinets are labeled but we still have lots of work to do in setting up individual files.

We would like to ask chair persons of the various boards and committees to be sure to give us their minutes from this past year (hard copy please). Also if you have information about special projects you have worked on and would like them saved, these would be welcome. However, please do not turn over entire 3 ring binders with all church related materials. We simply can't accommodate all of that information. If we can help in any way, please contact either one of us.

Respectfully submitted,
Gwen Crepeau
Florence Deike

Finance Committee

Members:

Gary Allen, Assistant Treasurer; Dave Curtis, Comptroller ; Barbara Lowrey, at large; Badu Mireku, at large; Ben Northrup, Trustee representative; Brian Payne, Endowment Fund Committee representative; Robin Petrusak, Trustee representative; Mary Summers, Treasurer

The Finance Committee is responsible for establishing and reviewing the Little River UCC's financial policies and practices and for overseeing implementation of those policies and practices. The Finance Committee can also serve as a sounding board for financial questions from any of the church Officers, Boards, or Committees. The Finance Committee reports jointly to the Governance Board, for approval of recommended policies, and to the Board of Trustees, for implementation of policies and practices.

The Finance Committee met eight times during 2016.

Two new financial policies were approved by the Governance Board or Council in 2016. One recognizes that Little River UCC is sustained largely by the active voluntary participation of the congregation and that it is the exception to pay members for services provided to the church. Thus any agreement to pay a member or participating friend of LRUCC, or the spouse or child of such a person, for services rendered requires the prior approval of the Governance Board. The other new policy defines the General Fund as the default for revenues received and clarifies provisions for exceptions to that situation.

The Finance Committee assisted the Endowment Fund Committee with the revision to the Endowment Fund policy approved by the Congregation in October.

The Finance Committee is considering new policies or defining new practices to further improve LRUCC's financial operations. Proposed policies on capital equipment and financial record retention are being discussed at this time.

Our goal is to systematize and enable efficient financial operations, with appropriate controls, and without undue impact on the activities and ministries of LRUCC. To that end, we are also continuing our efforts to make the policies and practices accessible and understandable to all who need them – principally but not exclusively the staff and the Boards and Committees. The approved financial policies are all posted on the LRUCC website. That is necessary, but has not been sufficient. We realize the need to clearly document all the financial practices and periodically provide refresher training to the staff and LRUCC's lay leadership.

Respectfully submitted,
Dave Curtis, Chair

Personnel Committee

Committee Members:

Kathy McCrea

Don Wallace

Jean Wheelock

The Personnel Committee met on an irregular basis in this past year to discuss various personnel issues and to provide guidance to David Lindsey on these issues. We also began work on providing a guide to the committee's work.

The draft charter for the committee was reviewed by the Governance Board in April. Due to issues surrounding Reverend Hank Fairman's departure and the change in moderator, the charter was not brought before the Governance Board again until November. After editing based on suggestions from the Board, the charter was approved at the December Governance Board meeting. An amendment to the Bylaws will be presented at the annual meeting for a vote.

On another note, Don Wallace and I will be stepping down from the Personnel Committee. Kathy McCrea has agreed to provide continuity for now.

Respectfully submitted,

Jean Wheelock

Chair

Music Committee

The music program at Little River continued its intentional efforts at diversification—in styles and eras of music, in backgrounds of composers, in use of music in services, and in efforts to offer multiple ways and times of participation—while maintaining and enhancing beloved components. The program also strove to enhance and lead worship in fitting and creative ways. With the adoption of the single worship service, the music program has enjoyed additional rehearsal time and better support for choirs and ensembles. The music program also experimented with a variety of rehearsal times and the frequency of practices, particularly for the Sanctuary Choir. During 2016, four choirs contributed regularly to worship: Sanctuary Choir, Salt of the Earth, Joyful Noise, and Handbells.

Highlights of the year include:

- Lenten service of anthems and reflection led by the Sanctuary Choir
- Easter services with guest brass quartet and tympani
- Musically rich service with guest trumpets on Reformation Sunday
- Presentation of a new setting of the Magnificat (2000) by the Sanctuary Choir during Advent
- Developing and maturing skills in the handbell choir, our most age-diverse ensemble
- Formation of handbell quartets
- Intentional inclusion of music in languages besides English, by contemporary composers, reflective of different cultures, and by women writers
- Growing Salt of the Earth choir, while Joyful Noise is in a year of rebuilding
- Gracious offerings of musical gifts by members and friends during the summer

Two additional aspects merit broader note. The Sanctuary Choir was joined by three high school tenors for the Advent presentation. These young men, students of Chad Steffey, provided essential voices and participated in rehearsals and the service splendidly. The Music Committee is committed to inviting these guest singers back during 2017, both to enhance music at Little River and to offer these young musicians opportunity for growth and experience.

Secondly, after two-plus years, the gradual project of applying tonal finishing to the organ is essentially complete. Our organ technician has gone through the entire instrument, cleaning years of dust (and probably some dead insects) from the pipes, addressing imperfections from the original manufacture and installation, balancing tone and volume of pipes, and replacing a handful of pipes that could not be regulated. The result is a more coherent sound, enhanced versatility of voices, the removal of an “edginess” that afflicted the organ, and far easier tuning. Planning for next steps in care for and expansion of the organ continue.

With a limited budget, the Music Program did turn to dedicated funds for operations. The cost of maintaining several pianos and tuning the organ continue to increase, guest musicians’ fees rise each year, and musical scores to expand and diversify our repertoires and build our handbell program cost more annually. The Music Program works diligently to balance the goals of its work with the budget allocation.

Respectfully submitted,
Music Committee
Craig Stapert, Director of Music
Ashton Streavig, Children and Youth Choir Director

The Women's Ministry

Members: Bunny Jones, Pam Binninger, Barbara Lowrey, Janet Parsons Mackey, Amy Mireku, Kathy Richardson, Dee Cardiff, and Camille Brooks. Church Business Administrator Donna Jones representing staff.

Structure/Mission:

The Women's Ministry Team (WM) is a small group of women who gather, generally on a Thursday morning of each month, to plan activities of interest to women of all ages in order to foster and nurture fellowship and spirituality among Little River women and friends. Leadership of our ad hoc group is rotated among team members. Women's Ministry reports to the Board of Christian Education and sponsors such programs as Tea and Talk, women's retreats, women's book group, ongoing covenant groups, and the Advent Spiral.

Programs of 2016

February 13: Loving You in the New Year

- The focus of this gathering was to extend the opportunity begun at the October 2015 retreat at the Roslyn Retreat Center to build relationships and to explore our spirituality through meditation, as well as other ways that may come out of discussions and sharing.
- WM provided a breakfast that was served in the fellowship hall.
- Attendees gathered at tables in small groups providing time for eating and informal conversations.
- After breakfast, the group gathered in a circle in the choir room area and Carolyn Yocom guided the women through a meditation.
- 30 women attended and many of those attending expressed gratitude for a chance to gather and share.

May 15: Tea and Talk, Gifts from Mom

- This Tea and Talk focused on celebrating all the ways our mothers and mother figures have influenced our lives over the years, including the ups and downs, joys and sorrows.
- The gathering was held in the Jubilee Room and 25 women attended.
- WM invited attendees to bring a dish to share as well as WM members bringing food.
- Women were asked to share memories of their mothers and to bring a picture if they wished to do so.
- Attendees gathered in small groups to eat and share their memories, and then shared with the larger group. The stories were interesting and touching, and helped all learn more about fellow church members.

December 4: Advent Spiral Walk

- For the second year the Women's Ministry coordinated the Advent Spiral Walk at 5 pm in the church sanctuary
- The Walk provides a time for quiet contemplation before, during, and after walking the spiral.
- Women's Ministry members would like to acknowledge and thank the following people:

- Amanda Halstead provided beautiful, contemplative piano music.
- Ruth Duncan arranged for the boxwood greens that outlined the spiral walk.
- Jane Wallace provided the yellow stars on which apples are placed.
- Church members, under the leadership of John Davis, our church sexton, helped arrange seating in the sanctuary prior to the Walk, the boxwoods, and clean-up. The help of our church sexton is invaluable.
- Nick Renzo helped with cleaning and preparing the sanctuary.
- Rob Peters cored all the apples with his drill press.

Covenant Groups

The Women's Ministry Team discussed covenant groups at a couple of its meetings this year. There are four on-going women's covenant groups at this time. WM felt that covenant groups could be meaningful church wide rather than only for women of the church. The group invited Pastor David Lindsey, and representatives from Deacons to one of our meetings to discuss this. The outcome was that the idea of inclusive church wide covenant groups would be referred to the Ministry Board for discussion at that level.

Planned Events (so far) for 2017:

January Book Club - Poetry theme; Jennifer Atkinson, leader.

February 26 – Tea and Talk

Little River Women's Book Group

The book group meets the second Sunday of the odd months of the year, 11:30 am – 1:30 pm, in room 7. This year the book group began by rotating leadership of the book discussions among WM members and volunteers from the congregation. Rachel Smith then agreed to be coordinator of book titles and summaries that people send to her by email. The coordinator organizes the information received and sends it out for a vote. The books receiving the highest votes get put on the list for reading and discussion. The following books/topics were read and discussed:

January - *Poetry* (group sharing); Jennifer Atkinson leader

March - *Americanah* by Chimamanda Ngozi Adichie; Janet Mackey leader

May - *Children of the Stone* by Sandy Tolan; Bunny Jones leader

July – *Things Get Re-arranged* by Janet Parsons Mackey

September – *Nightingale* by Kristin Hannah; Pam Binninger leader

November – The Women's Book Group and Intersections: Sacred Conversation on Race jointly sponsored a brunch and conversation of *America's Original Sin: Racism, White Privilege, and the Bridge to a New America* by Jim Wallis

Publicity for book discussions is available through *Currents*, the kiosk and posters in the atrium, the Sunday bulletin, announcements during church services, and by e-mail.

Attendance ranges between 9 and 20 participants. All women are welcome to attend the Women's Book Group and be a part of interesting, lively discussions of both fiction and non-fiction books.

Respectfully submitted,

The Women's Ministry Team

Endowment Fund Committee

2017

George Leonard

2018

Jerry Surbey
Sandy Miller

2019

Fran DuRocher
Brian Payne

The Little River UCC Endowment Fund passed an important milestone in 2016. Contributions to the Fund since its inception in 2006 exceeded \$250,000. This means that distributions from re-turns on our investments can begin in 2017. Funds available for disbursement in 2017 will total \$12,000. Of this amount, \$2400 will be available for operations, \$1200 for scholarships, \$4800 for outreach, and \$3600 for innovative ministries or capital projects.

Total contributions to the Fund in 2016 were \$42,972, including \$4000 in a challenge grant de-signed to push total contributions over the \$250,000 threshold. As of the end of the year, total contributions to the Fund were \$275,704. The year-end market value of our investments with United Church Funds was \$ 392,766. This was a good year for our investments with a one-year annualized return through the 3rd quarter of 10.346 percent.

During the year, the Committee proposed amendments to the Endowment Fund Policy and Plan of Operations that clarified the procedure for calculating the amount of money available for distribution. The Committee also proposed changes to the process for approving projects to be funded. The change shifted responsibility from the Endowment Fund Committee to the Congregation as part of the annual budget process. The proposed amendments were adopted the Congregation.

The Endowment Fund of the Little River United Church of Christ provides a great opportunity for memorial gifts, for recognition of the importance of this church in your lives, and for making a lasting contribution to the important ministries of the church.

Respectfully submitted,
George Leonard, Chair

Treasurer

Tithe, Time and Talent. In sharing our treasures, we are active stewards tending God's call to us to nurture spirituality, serve our community, and advocate for all God's creatures and creation. The Annual Operating Budget both prioritizes and aligns our financial resources toward our vision, and when combined with our time and talent, enables delivery of Little River UCC's mission.

Finance – In Summary

The Operating Budget ended 2016 with a positive balance of \$76,753, resulting from 4% higher income, and 7% lower expenditures than planned. For Designated Funds, contributions to the General Endowment Fund surpassed a key \$250,000 threshold, enabling distributions from the return on investments to be made available for the first time, starting in 2017. (See Endowment Fund Committee Report for details). For Reserve Funds, a drawdown of \$58,320 from the Major Repair Reserve Fund for a new HVAC installation resulted in a lower net year-end balance, of \$15,155 (book value). LRUCC's invested funds, held in United Church Funds' Moderate Balanced Fund, experienced average total return rates of 6.76% over 1 year, 2.4% over 3 years, and 4.0% over 10 years. Little River's cash liquidity was adequate for the year; on average, available cash was sufficient to cover 2 months of expenses.

In 2016, LRUCC allocated its Operating Budget plan across four spending categories: 65% Staff and Contractors; 24% Operations and Programs; 10% Benevolences; 1% Reserves

Final expenditures for 2016, show an actual spending allocation of:

61% Staff & Contractors; 22% Operations & Programs; 10% Benevolences;
1% Reserves; 7% Unspent (Carryover)

Finance – In Review

General Fund - Operating Budget

Primary sources of income to the General Fund, are pledges, non-pledge contributions from the Little River community, and building use income. The General Fund finances the annual Operating Budget, including transfers to Reserve Funds. The Operating Budget ended 2016 with a positive balance of \$76,753, resulting from 4% higher income, and 7% lower expenditures than planned. On the income side, non-pledge income exceeded plan by \$22,606 (a 60% increase). Building Use income exceeded plan by \$8,168 in part, due to receipt of a late payment for building use incurred in 2014. On the expense side, Staff expenses were \$25,493 less than planned, reflecting the transfer of Rev. Fairman's benefits coverage to St. John UCC, and changes in staff work schedules during the year. Little River Programs operated within budget, with Christian Education program expenses notably under budget, related in part to staffing transition in the youth program area. Operations Expenses were mixed, with IT Operations, Building Maintenance and Utilities expenses managed under budget, whilst Grounds Maintenance expenses well exceeded budget due to an uptick in the number of fallen trees on our property. The Benevolences & Mission Budget totaling \$67,682 was expensed in its entirety, and monthly Reserve Transfers also occurred as planned.

Endowment and Designated Funds

Little River supports Benevolences using both Operating Budget and 'Off Budget' funds, known as Special Offerings. Combined, our total Benevolence disbursements for 2016 were \$98,917. Special Offering collections averaged \$5,666 (excl. Thanksgiving).

The General Endowment Fund surpassed a key \$250,000 threshold, enabling distributions to be made available for the first time, in 2017. The Endowment Fund ends the year with a book value of \$316,588 and total market value of \$392,816. Little River also maintains seven Designated Funds, each with specified use criteria. Of note,

the Board of Outreach and Social Justice disbursed \$1,000 from the Thelma Morris Designated Fund, to support a member's engagement in a mission-related initiative.

Reserve Funds – Building and Capital Assets

In 2016, Little River increased two Reserve Funds through regular monthly transfers from the Operating Budget. The total transfer of \$6,800 to the Major Repair Reserve Fund along with designated contributions only partially offset a planned drawdown of \$58,320 for a new HVAC installation, leaving a balance of \$15,155 (book value) in this fund. A total of \$1,000 transferred to the Organ Repair Reserve. With support from a designated contribution, Capital Expense Reserve Funds were expended for the purchase of new, padded folding chairs. In other activity, the Congregation approved \$15,000 to be held in the Parsonage Reserve Fund, as designated funding to the Senior Pastor for home purchase (effective October 23, 2016).

Our building is itself an integral asset contributing to our benevolence and mission initiatives. A sample analysis of available Building Use Agreements indicated that Little River provided more than \$8,000 in benevolence value to the wider community through building use discounts.

Time and Talent

While financial health is necessary, it is, of course, not sufficient by itself. As a 'large family', the health of Little River is also measured by the heartbeat of its volunteers engaged in God's work. For 2015, the organization Independent Sector calculated the average value of a non-profit volunteer hour at \$26.09 in Virginia. As a ballpark valuation, it's clear that our large family's contribution of time and talent quickly adds up to great practical, spiritual and financial value. Your Finance Team can vouch for that.

Now there are varieties of gifts, but the same Spirit; and there are varieties of services, but the same Lord; and there are varieties of activities, but it is the same God who activates all of them in everyone. To each is given the manifestation of the Spirit for the common good. (NRSV, 1 Corinthians 12:4-7)

Operating Budget

		# of Months in YTD: 12				
		Month of	Year to Date			
		December	Actual	Budget	Over?	2016 Budget
Income						
	Pledge Income (current year)	45,574	\$ 553,980	\$ 555,123		\$ 603,823
	Pledge Income (prepaid)		\$ 48,700	\$ 48,700		
	Non-pledge income	8,311	\$ 60,606	\$ 38,000	**	\$ 38,000
	Plate offering	720	\$ 5,358	\$ 5,000	**	\$ 5,000
	Miscellaneous	2,539	\$ 9,920	\$ 9,500	**	\$ 9,500
	Building Use	1,797	\$ 33,168	\$ 25,000	**	\$ 25,000
	Interest	361	\$ 1,619	\$ 1,500	**	\$ 1,500
Subtotal Contributed & Earned Income		59,302	713,352	682,823	**	682,823
	Carryover	-	\$ -	\$ -		\$ -
Total Income		59,302	\$ 713,352	\$ 682,823	**	\$ 682,823
Expenses						
Benevolences & Mission						
	Board Designated Benevolences (subtotal)	-	\$ 17,420	\$ 17,420		\$ 17,420
	Our Church's Wider Mission (OCWM)	-	\$ 40,648	\$ 40,648		\$ 40,648
	Potomac Association	-	\$ 9,714	\$ 9,714		\$ 9,714
Total Benevolences & Mission		-	\$ 67,782	\$ 67,782		\$ 67,782
Pastoral Expenses						
	Senior Pastor					
	Salary plus Housing	7,996	\$ 95,950	\$ 95,950		\$ 95,950
	Benefits	6,959	\$ 27,091	\$ 26,842	**	\$ 26,842
	Travel Expenses	(436)	\$ 949	\$ 1,000		\$ 1,000
	Continuing Education	(492)	\$ 1,616	\$ 1,800		\$ 1,800
	Professional Expenses	102	\$ 838	\$ 500	**	\$ 500
	Senior Pastor (subtotal)	14,129	\$ 126,442	\$ 126,092	**	\$ 126,092
	Transitional Pastor for Faith Formation					
	Salary plus Housing	6,671	\$ 80,047	\$ 80,046		\$ 80,046
	Benefits	510	\$ 23,776	\$ 37,283		\$ 37,283
	Travel Expenses	436	\$ 1,085	\$ 1,000	**	\$ 1,000
	Continuing Education	-	\$ 1,192	\$ 1,800		\$ 1,800
	Professional Expenses	-	\$ 551	\$ 500	**	\$ 500
	Trans. Pastor for Faith Formation (subtotal)	7,617	\$ 106,651	\$ 120,629		\$ 120,629
Total Pastoral Expenses		21,746	\$ 233,093	\$ 246,721		\$ 246,721
Program Expenses						
	Christian Education					
	Christian Education Programs	155	\$ 2,865	\$ 6,500		\$ 6,500
	Child Care Providers	415	\$ 4,302	\$ 5,400		\$ 5,400
	Christian Education (Subtotal)	570	\$ 7,166	\$ 11,900		\$ 11,900
	Music					
	Music Programs	1,179	\$ 8,900	\$ 8,900		\$ 8,900
	Director of Music	2,970	\$ 35,645	\$ 35,645		\$ 35,645
	Youth Choirs Director	927	\$ 8,345	\$ 8,345		\$ 8,345
	Substitute Organist	-	\$ 500	\$ 1,500		\$ 1,500
	Music (Subtotal)	5,076	\$ 53,389	\$ 54,390		\$ 54,390
	Board of Deacons	790	\$ 6,245	\$ 6,400		\$ 6,400
	Board of Outreach & Social Justice	561	\$ 1,966	\$ 3,000		\$ 3,000
	Stewardship Committee	480	\$ 2,374	\$ 2,800		\$ 2,800
	Safe Space Committee	-	\$ 120	\$ 266		\$ 266
	Communications Advisory Team	-	\$ 365	\$ 1,000		\$ 1,000
	Endowment Committee	-	\$ -	\$ 200		\$ 200
	Historian & Archivist	-	\$ -	\$ 400		\$ 400
	Delegates Expenses	-	\$ 1,610	\$ 1,000	**	\$ 1,000
Total Program Expenses		7,477	\$ 73,236	\$ 81,356		\$ 81,356
Office, Building, & Grounds Operations						
	Church Business Administrator	4,000	\$ 41,477	\$ 48,000		\$ 48,000
	Communications Coordinator	800	\$ 15,210	\$ 22,163		\$ 22,163
	Sexton and Youth Coordinator	2,722	\$ 26,760	\$ 25,149	**	\$ 25,149
	Other Staff Costs	2,320	\$ 8,849	\$ 8,568	**	\$ 8,568
	All Staff FICA	905	\$ 10,078	\$ 11,070		\$ 11,070
	Payroll Service Costs	121	\$ 1,670	\$ 1,700		\$ 1,700
	Staff Training	-	\$ 120	\$ 800		\$ 800
	Office Operations	2,127	\$ 17,210	\$ 17,000	**	\$ 17,000
	IT Operations	755	\$ 3,862	\$ 6,000		\$ 6,000
	Insurance, Interest, Bank Fees	3,822	\$ 14,326	\$ 20,000		\$ 20,000
	Contracted Office Staff	-	\$ 80	\$ -	**	\$ -
	Outside Accountant	2,000	\$ 26,983	\$ 26,000	**	\$ 26,000
	Legal Counsel	-	\$ 288	\$ 500		\$ 500
	Custodial Contract & Supplies	1,811	\$ 28,314	\$ 30,000		\$ 30,000
	Building Maintenance	2,016	\$ 17,243	\$ 23,300		\$ 23,300
	Grounds Maintenance	1,704	\$ 11,572	\$ 4,914	**	\$ 4,914
	Utilities	3,640	\$ 30,646	\$ 34,000		\$ 34,000
Total Office, Bldg, Grds Operations Expenses		28,744	\$ 254,687	\$ 279,164		\$ 279,164
Reserve Fund Transfers						
	Transfer to Major Repair Reserve	680	\$ 6,800	\$ 6,800		\$ 6,800
	Transfer to Organ Repair Reserve	100	\$ 1,000	\$ 1,000		\$ 1,000
Reserve & Designated Fund Transfers (Total)		780.00	\$ 7,800	\$ 7,800		\$ 7,800
Total Expenses		58,746	\$ 636,599	\$ 682,823		\$ 682,823
Net Revenue (Income - Expenses)		556	\$ 76,753	\$ -		\$ -

Fund Balances

	Book Value					Market Value					Spendable Amount
	Dec-16		Year to Date			1/1/16 Value	YTD Net		Current Value		
	Income	Expense	Income	Expense	Transactions		Value				
Off-Budget Benevolence Funds	1/1/16 Balance										
One Great Hour of Sharing	\$ 65.40	\$ 275.00	\$	\$ 6,919.62	\$ 6,710.02	\$ 328,075.62	\$ 47,469.97	\$ 17,269.97	\$ 392,815.56	\$ 18,190.14	\$ 8,190.14
Neighbors in Need	\$ (20.00)	\$ -	\$	\$ 5,857.00	\$ 5,537.00					\$ 17,934.76	\$ 9,017.53
Strengthen the Church	\$ (30.00)	\$ -	\$	\$ 3,693.00	\$ 3,663.00					\$ 40,768.45	\$ 15,768.45
Christmas Offering	\$ 7,057.10	\$ 6,041.66	\$	\$ 6,166.66	\$ 7,057.05						
Easter Offering	\$ (25.00)	\$ -	\$	\$ 5,693.00	\$ 5,668.00						
Thanksgiving Offering (Deacon's/Pastor's Fund)	\$ 4,677.47	\$ -	\$	\$ 695.00	\$ 2,500.00						
Off-Budget Benevolence Funds Subtotal	\$ 11,724.97	\$ 6,316.66	\$ -	\$ 29,024.28	\$ 31,135.07						
Endowed & Designated Funds											
Endowment Fund	\$ 269,117.91	\$ 2,033.34	\$ -	\$ 47,469.97	\$ -						
(Contributed Principal of Endowment Fund)	\$ 232,791.78			\$ 35,720.80							
Thelma Morris Fund	\$ 15,230.68	\$ 61.48	\$ 1,000.00	\$ 294.13	\$ 1,000.00						
Music Trust Fund	\$ 14,644.77	\$ 57.46	\$ -	\$ 286.94	\$ -						
Ralph Wands Fund	\$ 32,247.69	\$ 130.61	\$ -	\$ 624.84	\$ -						
Beckwith Scholarship Fund	\$ 1,048.73	\$ 12.21	\$ -	\$ 58.40	\$ -						
Polly Spahr Memorial Fund	\$ 3,014.43	\$ 18.93	\$ -	\$ 90.56	\$ -						
Memorial Garden Fund	\$ 1,076.01	\$ 6.74	\$ -	\$ 32.26	\$ -						
Special Music Fund	\$ 4,322.62	\$ 20.00	\$ 1,674.00	\$ 40.00	\$ 1,674.00						
Endowed & Designated Funds Subtotal	\$ 340,702.84	\$ 2,340.77	\$ 2,674.00	\$ 48,897.10	\$ 2,674.00						
Building Fund	\$ (18,467.31)	\$ -	\$ -	\$ 18,467.31	\$ -						
Reserve Funds											
Major Repair Reserve	\$ 64,349.91	\$ 1,100.85	\$ -	\$ 9,124.60	\$ 58,320.00						
Organ Repair Reserve	\$ 11,275.27	\$ 137.51	\$ -	\$ 1,179.44	\$ -						
Capital Expense Reserve	\$ 5,134.48	\$ 16.87	\$ 3,006.20	\$ 1,020.41	\$ 3,496.62						
Pasorage Reserve	\$ 35,848.25	\$ 69.21	\$ -	\$ 331.08	\$ -						
Choir Robe Reserve	\$ 1,034.42	\$ 3.45	\$ -	\$ 16.49	\$ -						
Website Reserve	\$ 2,026.44	\$ 6.65	\$ -	\$ 31.79	\$ -						
Reserve Funds Subtotal	\$ 119,688.77	\$ 1,334.54	\$ 3,006.20	\$ 11,703.81	\$ 61,816.62						
Transition Funds											
Pastoral Transition Fund	\$ -	\$ -	\$ -	\$ -	\$ -						
Transition Contingency Fund	\$ 11,621.48	\$ -	\$ -	\$ -	\$ -						
Transition Funds Subtotal	\$ 11,621.48	\$ -	\$ -	\$ -	\$ -						
Passthrough Transaction Funds											
Flowers	\$ 3,746.82	\$ 404.00	\$ 694.30	\$ 2,670.46	\$ 3,575.37						
First Friday	\$ 753.14	\$ 360.00	\$ 327.05	\$ 1,180.00	\$ 1,454.57						
Fair Trade	\$ 2,116.30	\$ 1,858.00	\$ 799.60	\$ 7,606.95	\$ 6,049.24						
Exercise Class	\$ 168.00	\$ 453.00	\$ -	\$ 1,832.00	\$ 2,000.00						
Welcome Center	\$ 241.90	\$ -	\$ 241.90	\$ -	\$ 241.90						
Youth Mission Trips	\$ 4,700.19	\$ -	\$ -	\$ 6,283.50	\$ 9,131.00						
FISH	\$ -	\$ -	\$ -	\$ -	\$ -						
Shaw Community Ministry Gifts	\$ 25.00	\$ -	\$ -	\$ 1,521.00	\$ 1,546.00						
Heifer Project	\$ -	\$ -	\$ -	\$ -	\$ -						
Adult Retreats	\$ -	\$ -	\$ -	\$ -	\$ -						
Foodsteps	\$ 100.00	\$ 119.06	\$ 229.85	\$ 1,337.58	\$ 904.39						
Other Misc Passthrough Items	\$ -	\$ -	\$ -	\$ -	\$ -						
Passthrough Transaction Funds Subtotal	\$ 11,851.35	\$ 3,194.06	\$ 2,292.70	\$ 22,431.49	\$ 24,902.47						
Designated Funds Total	\$ 477,102.10	\$ 13,186.03	\$ 7,972.90	\$ 130,523.99	\$ 120,528.16						
General Funds											
Petty Cash	\$ 160.32										
Dominion Stock - General Fund	\$ -										
Prepaid Future Year Pledges	\$ (48,700.00)										
Other Liabilities	\$ 743.25										
General Fund Beginning of Year	\$ 73,180.90										
Current Year General Fund Activity		\$ 59,302.48	\$ 58,746.42	\$ 713,351.90	\$ 636,598.56						
Write-off of Building Fund Deficit		\$ -	\$ -	\$ -	\$ 18,467.31						
Realized Investment Gains/Losses											
General Fund Current Balance											
General Funds Subtotal	\$ 598,239.75										
Total Cash & Investments - All Funds	\$ 598,239.75										

Account Balances

	Balance 1/31/16	Balance 12/31/16	
<u>Cash</u>			
BB&T Checking Account Statement	\$ 82,532.40	\$ 123,100.17	
Uncleared items (net)	\$ 1,844.58	\$ (6,480.80)	
Available Cash in BB&T	\$ 84,376.98	\$ 116,619.37	
 Deacons' & Pastors' Benevolence Fund	 \$ 4,677.47	 \$ 2,872.47	
Petty Cash	\$ 160.32	\$ 104.58	
Total Available Cash	\$ 89,214.77	\$ 119,596.42	
 <u>Investment Accounts</u>			
	Book Value	Book Value	Market Value
UCF Endowment Fund	\$ 269,167.91	\$ 316,537.88	\$ 392,765.56
UCF Designated Funds (Note 1)	\$ 67,274.38	\$ 69,700.35	\$ 90,792.22
UCF General Fund	\$ 82,812.27	\$ 84,540.88	\$ 112,785.24
UCF Reserve Funds (Note 2)	\$ 92,444.65	\$ 46,257.83	\$ 47,156.33
Subtotal United Church Funds	\$ 511,699.21	\$ 517,036.94	\$ 643,499.35
 Schwab (Cash & Money Market)	 \$ 7,608.20	 \$ 682.72	 \$ 810.25
Schwab (Equities)	\$ 41.02	\$ 41.02	\$ -
Subtotal Schwab	\$ 7,649.22	\$ 723.74	\$ 810.25
 Dominion		 \$ 3,657.60	 \$ 3,657.60
Subtotal Dominion		\$ 3,657.60	\$ 3,657.60
Total Value of Investments	\$ 519,348.43	\$ 521,418.28	\$ 647,967.20
 <u>Total Liquid Assets</u>			
Total Available Cash	\$ 89,214.77	\$ 119,596.42	\$ 119,596.42
Total Value of Investments	\$ 519,348.43	\$ 521,418.28	\$ 647,967.20
Grand Total Balance	\$ 608,563.20	\$ 641,014.70	\$ 767,563.62

Notes:

1. UCF Designated Funds has most of:
 - Thelma Morris Fund
 - Ralph Wands Fund
 - Music Trust Fund
 - Choir Robe Fund
 - Beckwith Memorial Scholarship Fund
 - Polly Spaar Memorial Fund
 - Memorial Garden Fund
2. UCF Reserve Funds includes all or part of:
 - Major Repair Reserve
 - Organ Repair Reserve
 - Capital Equipment Reserve
 - Choir Robe Reserve
 - Parsonage Reserve
 - Website Reserve

Officers, Board and Committee Members, and Other Church Leaders

Little River United Church of Christ

May 14, 2016

year term end (Jan.) (2) current elected term + plus partial appointed term ° appointed position * = chair

Officers

Moderator	Rob Peters	Membership Clerk	Dee Cardiff (3)
Moderator-Elect	Carolyn Yocom	Historian-Archivist	Gwen Crepeau (2), Florence
Past Moderator	Cici Thompson	Deike (2)	
Church Clerk	Ann Lingo (3)	Comptroller°	Dave Curtis (2)
Treasurer	Mary Summers (1)	Receiving Financial Secretary°	Staff
Assistant Treasurer°	Gary Allen	Recording Financial Secretary°	Staff

Church Council Members at Large

2017	2018:
John Forrest (1)	Bruce Douglas (1)
	John Mingus (1)

Commonwealth Trustees

Willard Griffing	Barbara Lowrey	Steve Wheelock
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Board of Christian Education

2017	2018	2019
Linda Acar (1)	Mike Craven (1)	Camille Brooks (2)
Jane Wallace (1)	Michelle Mitchell (1)	Saundra Honeysett (2) *
		Chris Jarvis (2)
		Jennifer Atkinson (1)

Board of Deacons

2017	2018	2019
Clark Beil (1)	Lorri Jones (1)	Carrie Douglas (2)
Dawn Forrest (1) *	Jackie Lascola (1)	Carolyn Johnson (2)
Daniel Jimenez (1)	Ginny Peters (1)	Bruce Summers (2)
Brett Kassabian (1)	Kathleen Styles (1)	
Claire Ward (1)		

Board of Outreach and Social Justice

2017	2018	2019
Nancy Hall (1)	Joy Faunce (1)	Betty Cox (2+)
Amy Mireku (1) *		Karen Kleiber (2+)
		Emily Tuszynska (1)

Board of Trustees

2017	2018	2019
Lynn Daft (1)	Mike Nagy (1)	Ben Northrup (1+)
Betsy Erickson (1)	Robin Petrusak (1) *	

Arts Committee *in abeyance*

Audit Committee

2017	2018
George Matthews (9)	Vacant

Endowment Fund Committee

2017	2018	2019
George Leonard (0+) *	Jerry Surbey (2) Sandy Miller (1)	Fran DuRocher (1+) Brian Payne (1+)

Finance Committee (appointed – no fixed term)

Mary Summers (Treasurer)	Dave Curtis * (Comptroller)	Ben Northrup (Trustees)
Gary Allen (Assistant Treasurer)	Brian Payne (Endowment Fund Committee)	Barbara Lowry (at large)
		Badu Mireku (at large)

Music Committee

2017	2018	2019
Kathy Richardson (1) Erin Taylor (1)	Barbara Lowrey (2) *	Nancy Carey (1)

Nominations & Appointments Committee

2017	2018
Hube Beckwith (1) Camille Brooks (1) Roy Brooks (1) *	Barbara Allen (1) Tom Ross (1)

Safe Church Committee (no fixed terms)

Hank Fairman (ex officio)

Stewardship Committee

2017	2018	2019
Carolyn Labbé (0+)	Tom Johnson (1+) Ellen Wertman (1)	
Al Wilson (<i>unelected</i>)		

Communications Leaders

News (Current Tidings, Currents)	Communications Coordinator: Roberta Croll
Publicity	Deacons' Evangelism Committee
Sound System Team	Ellen Wertman
Web Team	Judy Jacobs Miller, Hube Beckwith, Dave Curtis

Community Outreach Leaders

FISH Coordinators	Susan Kennedy & Joe Christiansen
Shaw Community Ministry	Board of Outreach and Social Justice
Thrive DC	Board of Outreach and Social Justice

Other Church Leaders and Contacts

Advent Funshops	Board of Deacons
Called to Care	Senior Pastor
Caring Hands	Carrie Douglas
Communities of Care	Board of Deacons

First Friday

Flowers

Pathfinders Young Adults

Place Setters

Quilters

Ushers

Women's Ministry Team

Ruth Duncan, * Bunny Jones

Joe Petrusiak, Cameron Lynn Vanore

Deacons' Fellowship Committee

Ruth Duncan

Pam Binninger, Camille Brooks, Dee Cardiff, Bunny Jones,
Barbara Lowrey, Amy Mireku, Janet Parsons Mackey, Sandra
Honeysett

Addendum: Little River UCC 2016 Survey Results

Summary of Results

Consultants are “outside eyes” who look at everything about us—what we share, what we do and say, how we interact with each other. In our case, the Reverend Claire Bamberg visited us for a long weekend, asking us to respond to an initial set of questions and interviewing many of us. Claire’s final task was to survey us one last time, asking us to choose among a series of options regarding our building, staffing models, governance structure, finances, and mission and outreach. All these efforts were aimed at helping us determine what we as a community value most—and what our next steps should be.

As a community of faith, what can this survey tell us about ourselves and our desires for the future? The data show several key points, which are summarized below.

- We value our building and the beautiful space in which we worship. It matters to us that we make the necessary repairs and improvements needed to ensure that this space continues into the future.
- We long for more—more pastoral support for David, more support for learning and spiritual growth, and more opportunity to welcome people into our space so we can share its beauty.
- We are uncertain how to govern ourselves and how to adapt to a changing society in terms of what it means to be a member of a church—and the financial support needed to keep our building, programs, and mission activities going.

Evaluating the results of the survey had some complications. First, the categories were not always mutually exclusive—so in some cases, votes across different choices represented similar ideas, but varied in the details as to how we might implement the ideas. This suggests that we as a community need additional discussions about how to approach our goals. It’s important to think about the survey results as the beginning of a longer conversation, one in which all of us will hopefully take part.