

# **Little River United Church of Christ Annual Report for 2019**



**February 2, 2020**

## **Staff, Officers, and Leaders Serving in 2019**

### ***Church Staff***

Senior Pastor	Reverend Dr. David Lindsey
Associate Pastor	Reverend Alexis Kassim
Director of Music	Craig Stapert
Children's and Youth Choir Director	Ashton Streavig
Communications Coordinator	Roberta Croll
Office Administrator	Kathy Heyman
Sexton	John Davis
Temporary Sexton	Nick Renzo
Child Care Providers	Yris Sanchez, Lia Berbichasvili

### ***Officers***

Moderator	Nancy Hall
Moderator-Elect	Larry Roth
Past Moderator	John Mingus
Church Clerk	Vacant
Membership Clerk	Camille Brooks
Historian/Archivist	Dave and Jan Curtis
Treasurer	Carolyn Yocom
Assistant Treasurer	Robin Petrusak
Comptroller	Jennifer Mack

### ***Boards***

Board of Christian Education	David Roach, Chair
Board of Deacons	Chris Weakley, Chair
Board of Outreach and Social Justice	Cindy Fithian and Judy Moats, Chairs
Board of Trustees	Andrew Hunter, Chair

### ***Committees***

Communications	Barbara Shepherd, Chair
Endowment Fund	Joe Christiansen, Chair
Flowers	Ruth Duncan
Music	Amanda Halstead, Chair
Nominations and Appointments	Tom Ross, Chair
Personnel	Kathy McCrea, Chair
Stewardship	Adam Honeysett, Chair
Arts and Design Ministry	Michelle Mitchell, Chair
Women's Ministry	Pam Binninger and Camille Brooks

**Church Clerk (Vacant)**

## **Moderator**

It has been my honor to serve as moderator from January 2019 to February 2020. We faced many challenges during the year, as some people moved their memberships to other United Church of Christ congregations and others stopped coming to worship. The Senior Pastor went on sabbatical from “picnic to picnic,” first weekend in June until Labor Day. While it was a delightful time of guest preaching and music, it delayed the process of updating the Strategic Plan and of laying the foundation of a capital campaign. Retired Pastors Janet Parsons Mackey and Drew Nettinga were instrumental in keeping the church running smoothly during the summer, as were Associate Pastor Alexis Kassim and the staff. I offer my thanks to all who stepped up with their time and talents on short notice. I confidently hand the title of “Moderator” to Laurance Roth, as I have grown very fond of his measured responses and calm demeanor.

Respectfully submitted,  
Nancy Hall

## Senior Pastor

In 2019, we saw a good deal of change in our life together. From a fellowship and evangelism standpoint, we received seven new members, and we consistently had first- and second-time visitors showing up for worship on Sunday mornings. Each visitor and new member brings a unique perspective and set of gifts to our common life together, and I am eager to see how our new members infuse the best of who they are into the community.

We have also seen new initiatives and revamped programs. Our Nominations and Appointments committee adopted a new approach to volunteer recruitment, which has already streamlined the process. We set up and have now launched Realm, a smartphone app and website designed to improve church communication, coordination, and planning. We have also seen new programs after worship, from our Thanksgiving Sunday fellowship meal to the Chosen Family Christmas gathering for LGBTQ+ folks and their allies. We have also seen a real increase in applications to the Endowment Committee for Innovative Ministries grants, and I'm excited to see the results of these grants and how they impact our ministry.

One of the hardest changes in any given year are the deaths that occur. While any loss is tough, this year saw an unusually high number of Little River people passing away. From Hal Lamm early in the year to Bill Hartzler in December, we lost several longtime members and friends this year. Many of them had supported the church with their time, talent, and treasure for decades. More than that, though, their passing meant that we lost spouses, parents, and beloved friends. For several years, we have averaged about one funeral every three months. Between Labor Day and Thanksgiving, we averaged one funeral every two weeks either at Greenspring or Little River. Many thanks to all of you who helped support those who were grieving, from writing condolence cards to organizing meals and services.

Though I find it hard to believe, 2019 also marked my five-year anniversary at Little River. After five years, settled pastors in the UCC typically take a three-month sabbatical. I had planned to delay mine until early 2020, but due to health and personal concerns, our Associate Conference Minister Rev. Marvin Silver strongly encouraged me in March to take the sabbatical "on time" (i.e., this year). At Rev. Silver's insistence, I spoke with Moderator Nancy Hall about this. She and I took the request to the Church Council, who thoughtfully considered it and agreed to it. To the Council, the staff, and everyone who stepped up to help out while I was away this summer, let me express my sincere gratitude for all that you did. I particularly want to thank Pastor Alexis for stepping up as a "solo pastor" for the summer.

While on sabbatical, my focus was primarily on writing my spiritual autobiography, including times of faith, doubt, hope, and more. Using Elizabeth Andrew's *Writing the Sacred Journey*, I wrote about 100,000 words that constituted most of a first memoir and the beginning of a second one. I hope to publish these in the future, though the editing process may take a while yet. Based on the work I did over the summer, I came back to Little River and led an adult education class in Fall 2019 about writing your own spiritual autobiography. At the request of several church members who couldn't attend a mid-week class, I also included writing prompts in the bulletin during this time. I'm pleased at how open and honest our

attendees were with each other, and I am encouraged that several of you who couldn't make this round have asked me to run the class again in 2020.

Part of my story is that I grew up in and around the oil and gas business. It paid for my clothes; it put food on the table; it sent me to college. I'm grateful to my father for his work in providing for our family, even as I also saw (and still see) the toll that fossil fuels have taken on our world. This past year, climate scientists ranging from the United Nations to the Pentagon have indicated that all of us on this planet have a decade to radically reinvent how we live if we are going to have an environment worth leaving to coming generations. And after years of trying to find technical means to combat climate change, several scientists have arrived at the same conclusions as Gus Speth, retired Dean of Yale's School of Forestry and Environmental Studies, when Speth stated the following:

"I used to think the top environmental problems were biodiversity loss, ecosystem collapse and climate change. I thought that with 30 years of good science we could address these problems, but I was wrong. The top environmental problems are selfishness, greed and apathy, and to deal with those we need a spiritual and cultural transformation. And we scientists don't know how to do that."

For spiritual and cultural transformation, you need communities of faith and people of goodwill. More than anything, you need God.

That's where we at Little River come in. Our congregation is uniquely positioned to lead a faith-based environmental justice movement, particularly around issues of environmental racism. From our members' passion around these issues, to the urban forest on our church grounds, to the positions of influence that we occupy at work and as volunteers, we among all UCC churches are in the right place at the right time to take up the mantle of Christian leadership on the radical reinvention of how we live on earth. I do not know exactly where this journey will lead, but we cannot sit idly by in a world of floods and fires, as communities of color and poor people the world over are uprooted, displaced, and traumatized by a changing climate.

As we look out to the next decade, I pray that the '20s will be the decade that Little River led the turning of the tide on caring for Creation, and that we did so to the glory of Our Creator.

Submitted in Christ's peace,  
Rev. Dr. David B. Lindsey

## **Associate Pastor**

I am grateful to have served another year as the Associate Pastor of Little River UCC. 2019 saw its share of blessings, challenges, and opportunities, which are summarized here.

For the first time since I've been at Little River, our budget did not include funds for benevolences, which required me to think about my role in leading our outreach and social justice ministries in new ways. The Board of Outreach and Social Justice took a more collaborative approach to supporting our partners, which allowed us as a congregation to get closer to the issues and injustices facing so many in our area. For example, several LRUCC members took part in peaceful demonstrations and rallies in support of immigrants and refugees being unfairly targeted under this administration. Others helped serve dinner at a local hypothermia shelter and volunteered at the Friends of Guest House that serves women reentering community from incarceration. These instances of direct contact and action created more depth to our community engagement and Christian witness, and led several LRUCC members to take part in a community organizing training offered by the Potomac Association. During this multi-day training in February, LRUCC members joined others in the Washington DC area to discern where we can join together as the United Church of Christ to influence real policy changes on the justice issues we feel called to address. Meetings continued throughout the year to focus our strategy, with LRUCC members leading the way!

The greatest blessing and challenge for me this year was solo pastoring for the first time during Pastor David's sabbatical. Though I was the only pastor on staff during this time, I am forever grateful to everyone in the congregation who helped support me, the office staff, and the ministries of the church over the summer! It was a joy to plan and lead worship more often, hear other voices from the congregation in the pulpit, take part in new ventures like the SummerFest, preside over baptisms and funerals, represent Little River at the UCC's General Synod, and accompany our youth to Puerto Rico on their mission trip.

I am also very grateful to the church for allowing me to take some time to renew and refresh after Pastor David returned. I spent close to four weeks in Mexico, which was truly a gift. Two of those weeks were spent vacationing with my family in Puerto Morelos, and the other two weeks were spent with clergy from the Disciples of Christ in and around Tijuana where we experienced what the church is doing as it relates to immigration and border issues. While on vacation, I met several people who had been deported from the US after spending most of their lives there, and are now struggling to start over in unfamiliar places. While this was very troubling to me, I am grateful that I went on the clergy trip as well so that I could witness the immense impact churches are having on the lives of people seeking refuge, and the potential we have to do so much more!

Little River is blessed to have a supportive, engaged, and generous congregation. I look forward to all that God will do through us in 2020!

Respectfully submitted,  
Rev. Alexis Kassim

## **Communications Coordinator**

I have spent this year learning the new web platform and keeping it up-to-date. It's a joy to work in this new website!

In addition, I have continued the main functions of my job -- producing the weekly Sunday bulletin, the *Current Tidings* e-newsletter, and the *Current Reflections* monthly print newsletter, as well as Little River's Facebook, Twitter, and Instagram accounts. I've recently been adding posts to our Google Business page to that mix.

Related to that, I have done Facebook advertising and other free advertising for the Evangelism Committee and for First Friday.

I continue to do additional tasks throughout the year such as the production of the weekly *Thanksgivings & Concerns* email, posting sermons to the website, and making other website updates, adding/removing names from the LRUCC Google email groups, and updating the church calendar.

There is much to do with communication at Little River UCC, and 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



## **Office Administrator**

Happy New Year! In February, I will have been with Little River UCC for two years! Some days it seems like I just arrived yesterday and some days it seems like I have been here for many years! Both of those are good signs – the days go by quickly and this feels like my second home. Also, I am starting to get to know more and more of the congregation. It is always so nice when you all stop by the office and say hello.

As we move into the New Year, the Realm database will be officially rolled out to the congregation. We hope you find this new tool helpful in updating your contact information and reviewing your financial giving statements. We are here to help you in any way as we all get more acquainted with this new membership tool.

As church administrator I will continue to keep the church calendar and church space reservations. The Board of Trustees updated and approved new building usage policies in 2019. The policies are available in the church office or online. It is great to see Little River's beautiful building and grounds being scheduled for church meetings and events. We have also had various outside organizations, including Boy Scout Troop 1532 and Cub Scout Pack 115 reserving space for meetings and events. Little River's schedule and calendar were very busy in 2019 and it already looks like they will be again in 2020.

I so enjoy working with our great staff and all the special people and volunteers here at Little River! Especially our very wonderful newsletter mailing volunteers! They are a very loyal and faithful (and fun!) group! Always great seeing you all for our mailing parties!

Thank you all for your support, encouragement, kind words, and friendship during this past year!

I am looking forward to a busy and productive year ahead! So here we come, 2020!

Blessings to all!

Submitted by Kathy Heyman

## Sexton

With the beginning of a new year comes the renewed hope of the many blessings our building will continue to provide us as we gather in the service of our community, both inside and outside of these walls.

The year found our very own Nick Renzo continuing in the capacity of temporary sexton helping out and basically running the show during my recovery from my accident. Nick was very fastidious in his duties, taking them seriously and moving forward with a myriad of projects. He learned that this meant rolling with the curves the building liked to throw, that the best-made plans were always open to rescheduling because new complications would take the place of existing ones.

As soon as 2019 started, there was a spike in the water bill and over the course of the year Nick performed many leak tests trying to track down the source. We had a couple toilets and faucets repaired in the process.

Nick also tended to the annual pothole repairs both in the Spring and the Fall. This is an ongoing issue which will be resolved only with the total restoration of the driveway.

Next up was replacing multiple ceiling tiles, fridge repairs and boiler repairs and inspections. The heat in the office went out, prompting a replacement of the inducer motor. And of course, the Sanctuary heat had issues more than once.

We also had to replace the convection oven in the kitchen. But this prompted the church as a whole to take full advantage of the new oven in new ways to bring the congregation together in fellowship.

We also sprung a leak in the social hall, but were fortunate that we have a 20-year warranty on the work performed, so the vendor came out and ascertained the source and repaired the issue. However, in December we had a leak in the office. This was not a part of the roof mended in the major repair job in 2017/2018. However, NV Roofing came out and patched the roof over the office and sent a quote outlining the work that needed to be done.

Lastly, Nick jumped in feet first on several projects in dire need of attention. He reorganized several of the rooms on the lower level, including the shop, and put up new shelves. He reorganized the FISH pantry, helped with the ACPS office, and was instrumental in the remodel in room 7 which made the music department ecstatic. Outside he tended the Gooding heirs' graveyard site out near the turnpike, giving it the proper, respectful attention it was lacking. He cleared brush, picked up trash, and even cleared limbs and made sure the building was safe and secure. And there were many other items which didn't make the report, but were still seen to nonetheless.

All in all, it was a year with lots of repairs but all taken care of under the watchful eyes of the trustees and myself, advising and helping where we could.

Submitted by  
John Davis and Nick Renzo

## Membership Report

Membership Changes	Count
Starting membership as of January 1, 2019	496
<b>New Members During the Year</b>	
Confirmation	0
Transfers/Reaffirmation/Other	7
<b>Losses During the Year</b>	
<b><i>Deaths</i></b>	8
Claude "Bugs" Breeden	
Jeanne Fulford	
Willard Griffing	
Bill Hartzler	
Al Kassabian	
Hal Lamm	
Ann Rourke	
Amy Seymour	
<b><i>Transfers and Removals</i></b>	2
Shirley Bloomquist	
Denny Bloomquist	
<b>Membership as of December 31, 2019</b>	493
<b>Baptisms/Dedications/Weddings/Memorial Services</b>	
Baptisms	3
Weddings at Little River	0
Dedications	1
Memorial Services at Little River	7
Memorial Services at Greenspring	3
<b>Average Weekly Attendance for 2019</b>	127

Submitted by  
Camille Brooks

## **Board of Christian Education**

The Board of Christian Education continued to work on offerings for our children, youth, and adults. A few highlights from 2019:

### **Adult Education**

From January until the end of May our adult education class was a group-led, discussion-based class. It used Brian McLaren's book *We Make the Road by Walking* to move through the church year, with weekly Bible readings and reflections that were chosen to help participants enliven and deepen their faith. David Roach led our summer TED talk series with talks featuring themes identified by our Board of Social Justice. Attendance averaged 8 – 10 people in both classes. After returning from sabbatical in September, Pastor David taught a six-week course on Spiritual Autobiography with 5-8 participants.

The Monday Morning Religious Studies Group attracts 15 to 20 adults weekly during the academic year to watch and discuss DVDs produced by The Great Courses company. Topics in 2019 included *The New Testament*, taught by Bart D. Ehrman, Ph.D; *Alexander the Great and the Hellenistic Age*, taught by Jeremy McInerney, Ph.D, and *Great Figures of the New Testament*, taught by Amy-Jill Levine, Ph.D. Newcomers are always welcome!

### **Church School**

We continue to have three church school classes in addition to the nursery: *Godly Play* for children ages 3-5, one multi-age elementary school class, and a youth class for middle and high school students. Our elementary school class, which averages about 12-15 students each week, continued using the *Deep Blue Kids* curriculum, which offers a variety of options for exploring the weekly Bible story. It has been working well, however the accompanying DVD was not a hit with the older kids, so our church school leaders explored other ways to connect the meaning of the Bible stories with the class. In the fall, the 5th graders successfully advocated to join the youth class. A listening session was held with the parents and teachers, all of whom agreed that a restructure of the classes was needed to fulfill the children's needs. The youth class, which uses the *Seasons of the Spirit* curriculum and other sources, now has more students each Sunday! The new arrangement is working well so far, and CE plans to assess the need for additional elementary classes after this school year. All classes helped with special projects this year such as preparing bagged lunches for the local hypothermia shelter and making Christmas ornaments for our Christmas tree in the Atrium.

In October, it is our tradition to present Bibles to children who are entering *Godly Play* and 3rd graders. This year five *Godly Play* students and two 3rd graders received Bibles. Four infants also received bibles at their baptism/dedication services.

### **Mission Trip**

From July 13-20, six LRUCC youth and Pastor Alexis joined 60 other youth and adults from Potomac Association churches on a mission trip to Juana Diaz, Puerto Rico. We worked with an organization called Mission Serve to repair homes that had been damaged by Hurricane Maria. The youth presented their reflections in worship in August, and it was clear that the trip had a profound impact on all of them. Funds to support the trip were raised all

year through special events like the Shrove Tuesday pancake supper and Open Mike Night. A grant from the Potomac Association provided scholarship assistance.

The Board of Christian Education would like to thank the church school teachers, volunteers, staff, and the congregation for their support and participation in 2019. We look forward to continuing to serve our Christian Education programs in 2020!

Submitted by  
David Roach

## Board of Deacons

In 2019, the Board of Deacons worked on a variety of items in our various areas of responsibility. The Board thanks the congregation for their support and encourages everyone to seek opportunities to actively participate in the life of the church.

Overarching all activities for the Deacons this year was support of Pastor David's Sabbatical. This was the primary focus of the Deacons for 2019.

### Fellowship:

- Continued to recruit and support Coffee Teams. Restructured to 10 teams for 2020 and forward.
- Provided fellowship after several memorial services this year.
- Facilitated various congregational and special meals including End of Year; Rally Day; and Lenten suppers; Thanksgiving at Little River.
- Provided support to charter a Scout pack and troop at Little River.

### Evangelism

- Created Welcome Bags for distribution to visitors.
- Continue to work on First Friday.
- Brought Yris in to help with the Nursery on First Friday.
- Spoke with Arts Ministry folks.

### Worship

- Supported both Lenten and Advent special worship opportunities.
- Planned the worship calendar in coordination with the Pastoral Staff.
- Provided support during Pastor David's Sabbatical.
- Pastoral Care

Worked with Pastor David on his Pastoral Support committee.

- Bereavement Tea and Blue Christmas service was held at Little River for the first time. Well received.

In 2020, The Board looks to work on the following additional areas.

- Restructuring the Diaconate to function more on a task or needs line.

Submitted Respectfully,  
Chris Weakley, Chair

## **Arts and Design Ministry**

The Arts and Design Ministry is part of the Deacons and is tasked with the job of reflecting God's love through the arts. The ministry accomplished these tasks in 2019 by:

- Painting the conference room
- Rearranging the furniture in the conference room for better circulation
- Refinishing existing credenza using donated paint
- Purchased lamps for the atrium and conference room in keeping with the Mid-Century Modern design of the building (donated funds)
- Purchased a hospitality cart for the conference room (donated funds)
- Purchased a height-appropriate commercial grade Christmas tree for the atrium (donated funds)
- Purchased an art clock for the office (donated funds)

The ministry used funds raised from the 2018 Silent Auction to purchase paint and supplies for the conference room, all other funds were donated directly to the Arts Ministry to pay for specific items. The Arts Committee sponsored the summer photo show "Many Colors of LRUCC" and is working with BOSJ to co-sponsor the current display "Hate Has No Home Here."

In 2020, the Ministry will be working on several projects:

- New name badge storage
- Branding wall in the conference room with the church's logo
- Picture rail over the credenza in the conference room with frames that allow for rotation of artwork representing the ministries/boards/committees of LRUCC
- Painting the office with a color palette approved by Trustees and refinishing of credenza
- Purchasing another art clock to display in the conference room
- Unify wayfinding (signage) for the church including the front doors, bathrooms, room numbers, etc.

Our ministry endeavors to:

- Provide an extravagant welcome to all through the ambiance of the church
- Be inclusive of anyone wishing to join the ministry in the way they can, including:
  - Ad-hoc members, Co-sponsors of events, Offering guidance on projects when solicited
- Showcase Congregants' talents and encourage art appreciation
- Create spaces that reflect the LRUCC mission

Include members who want to be involved in the Arts Ministry in whatever capacity they desire.

Submitted by  
Michelle Mitchell

## **Board of Outreach and Social Justice**

Board Members in 2019: Cindy Fithian\*, Jane Hooper, Judy Moats\*, Gail Perry, Lois Wyatt, clergy leadership support provided by Rev. Alexis Kassim (\* co-chairs)

The Board of Outreach and Social Justice (BOSJ) guides Little River's outreach and social justice ministries in the local community, nation, and the world. BOSJ allocates benevolences to partner organizations, provides opportunities for "hands-on" mission projects, encourages in-kind giving to local agencies, supports giving to the UCC's five special offerings, fosters Fair Trade through monthly sales of chocolate, coffee, and olive oil, and creates opportunities to engage with social justice through learning about and engaging with current priorities.

Although no funds were allocated for BOSJ benevolences in the 2019 LRUCC budget, BOSJ was able to provide assistance for many individuals and organizations through targeted fundraising and in-kind donations.

The BOSJ operating budget was also greatly reduced, but we carefully decided how to make the best with what we had available. To that end, we decided to narrow our social justice priorities for benevolence and action to the following: Immigration, Racial Justice; LGBTQ+, Climate/Environment, and Homelessness/Hunger issues.

### ***Funds Distributed in 2019***

BOSJ received \$6,400 from the LRUCC Endowment, which was distributed:

\$2,000	Potomac Conservancy
\$2,000	Justice High School Scholarship Fund
\$1,400	Fairfax F.I.S.H. (Friendly Immediate Sympathetic Help)
\$500	Friends of Guest House
\$500	Transgender Education Association

The Easter Offering of \$4,159.00 was allocated to the Rise Against Hunger meal-packing event on September 29. Together we packed 10,000 meals that would eventually be sent to Madagascar. Approximately 65 volunteers of all ages set up, packed meals, boxed meals, and enjoyed camaraderie during three hours of focused teamwork. We hope 2020 allows the packing of many more meals.

The Christmas Offering of \$3,573.16 was split evenly between the UCC Christmas Fund, which supports retired clergy experiencing financial hardship, and the Congregation Action Network, which supports immigrant communities through accompaniment, deportation defense, sanctuary, and legal aid. Funds were collected through the end of 2019 and disbursed in early 2020.

### ***In-Kind Giving***

On March 17th, LRUCC prepared and served dinner for 50 at the St. Patrick's Episcopal Church, location of Fairfax County's Hypothermia Prevention Program. A group of 10 LRUCC adult volunteers shared a St. Patrick's Day themed dinner and dessert with folks in



our community experiencing homelessness. We also brought 50 bagged lunches prepared by our children and youth church school classes. BOSJ plans to continue participating in this program in years to come.

Friends of Guest House, a residential program helping women reenter the community from incarceration, located in Alexandria, VA, was the focus of our outreach in July. Director of Marketing & Development, Marissa Tordella, and two women who participated in the program, joined us in worship on July 7th and stayed to lead a panel discussion. Approximately 40 people were able to listen and ask questions, receiving a better understanding of incarceration and reentry. Members donated clothing, accessories, bedding, personal effects, household items and much more for residents throughout the month of July. Members of BOSJ and LRUCC were also able to visit Guest House during one of their monthly open houses. We look forward to continuing this relationship.

We continued to collect books for the Fairfax County Sheriff's Office drive. An idea and collection that started 3 years ago for children's books to form a little library in the waiting room of the Detention Center, has grown to a collection of books for all ages. Every book donated goes home with a child. On July 28th, 2nd Lt. Emily Fary offered a statement of gratitude during worship and presented LRUCC with a plaque, which can be seen on the wall near the door in the Narthex.

Through the White Gift Service in December, 225 gifts were collected for ACCA, Main Street Child Development Center, and Shaw Community Center. A fellowship meal prepared by John Davis, was enjoyed by all!

### ***Other Activity***

We strengthened our commitment to being an LGBTQ+ Open and Affirming Church in 2019. After a suggestion from one of our college students, preferred pronoun stickers were printed and made available to attach to name tags. Members joined other UCC congregations to march in the Capital Pride parade in June. In conjunction with the Deacons, BOSJ purchased 12 "How to be an LGBTQ/Trans Ally" booklets for members to borrow and read. The first Chosen Family gathering was held December 22, welcoming all members and allies of the LGBTQ+ community for lunch in the Jubilee Room. Twenty people, including some first-time visitors, participated, bringing great food, conversation, and connection. It was agreed that Chosen Family gatherings will continue in 2020.

Under the leadership of Rev. Alexis Kassim, LRUCC members participated in some demonstrations at the ICE office in Fairfax in support of Rosa Gutierrez and her children, who have been in sanctuary since December of 2018. More than 50 people from different faith communities who are part of the Congregation Action Network gathered in peaceful protest with 12 LRUCC members. Several other meetings and gatherings in support of Rosa and others at risk of deportation were held throughout the year.

On May 5th, Rev. Dr. Jim Antal, Special Advisor on Climate Justice to the General Minister and President of the United Church of Christ, preached at LRUCC and then led a discussion with interested individuals after service. He answered questions and provided guidance for

LRUCC working toward a more environmentally-sustainable future through local action and coordination with other groups in northern Virginia.

On October 5th, several families from LRUCC helped with a community clean-up organized by the Faith Alliance for Climate Solutions. They spent the morning clearing litter from a section of the Accotink Creek. The kids enjoyed filling several garbage bags with golf balls and plastic bottles, while the parents helped removing larger items, including several tires.

BOSJ members and Pastor Alexis met with representatives from the Dean of Students and Provost's Office at Northern Virginia Community College to discuss how we might partner to support NOVA's student population, particularly its immigrant students, with food, informal counseling services and other possible needs given our proximity to the Annandale campus. We plan to join them in their MLK Day meal-packing event in 2020.

### ***Fair Trade Sales***

LRUCC continues to support small farmer cooperatives in developing countries by selling their organic coffee and chocolate products. Equal Exchange – the company from which we make our purchases – pays participating farmer cooperatives a fair price for their products. In 2019 LRUCC members and friends purchased over 700 candy bars and nearly 300 packages of coffee. The Deacons purchased an additional 96 pounds of coffee for coffee hours and other social events. Bob and Ann Lingo with assistance from Caroline Labbe facilitate the monthly sales. This year Amy Mireku and Lois Wyatt also stepped in to help when needed.

Jan and Dave Curtis manage monthly sales of fair trade, organic Palestinian olive oil, tapenade, soap, and za'atar spice mix, with assistance from the coffee and chocolate fair trade volunteers. In 2019, sales of the Palestinian products totaled \$2,017, a modest decrease from 2018 sales. In addition to benefiting Palestinian farmers, net earnings of about 40 percent of the sales are donated to Tent of Nations, a peace-building organization in the West Bank, and in support of travel scholarships to increase understanding of the plight of the Palestinians. Little River UCC joins with 23 other area congregations in this Olive Oil Ministry, an all-volunteer, ecumenical project sponsored by the Middle East Committee of Westmoreland Congregational UCC, Bethesda, MD.

Respectfully Submitted,  
Cindy Fithian & Judy Moats

## Board of Trustees

### **Members**

Board of Trustees members in 2018 were Andrew Hunter\*, John Acar, Lynn Daft, Terry Downs, Betsy Erickson, Sofia El Kahmlichi, Patrick Martin, Mike Nagy, Robin Petrusak, and Bill Perkett.

\*Chair

### **Responsibilities**

The Trustees oversee management of the church's property including maintenance of the buildings and grounds, building use, and the operations of the church office. They prepare the annual budget for presentation to the congregation and manage the financial affairs of the church to the extent such responsibilities are not allocated to other boards and committees.

### **Budget and Financial Operations**

Many parts of the church budget fall within the remit of Trustees. Other boards and committees have responsibilities for specific budget lines and budgeted programs and salaries for the pastors and for office personnel are generally set through the annual budgeting process. The following budget accounts are subject to the regular supervision of the Trustees:

Budget Category/Budget Line	2019 Approved Budget
<b>Office Building and Grounds Operations</b>	
Church Operations Personnel	\$146,080
Other Office Operations Costs	\$41,000
Building and Grounds Maintenance	\$64,700
Utilities	\$34,000
Total	\$285,780

In addition to accounts included in the annual budget, Trustees oversee several funds that support maintenance and improvement of the church's infrastructure. Compared to prior years, very little was expended from these funds because Trustees did not want to spend them down in the absence of truly unexpected circumstances. The modest expenditures from these funds included replacement of the convection oven which failed unexpectedly and some security improvements.

Funds Overseen by Trustees	2019 Fund Expenditures
Building Fund	\$0
Major Repair Reserve	\$6,913
Capital Expense Reserve	\$0

The Trustees worked throughout 2019 to ensure that the church operated within the budget approved by the Congregation at the annual meeting in January. Consult the Treasurer’s Report to see the final level of expenditures within Trustee’s accounts in 2019.

2019 proved to be a challenging year for staying within budget for personnel expenses. This challenge was mostly the result of the Trustees’ decision to move to biweekly payroll for the staff. While this change benefited the staff and resulted in a modest increase in expenses for payroll processing, it had a big impact on the church’s accounting because it had the effect of accelerating 2 weeks of payroll from the 2020 budget year into the 2019 budget year. As a result, almost every part of the personnel budget was exceeded in 2019 even though there was no real increase in the amount the church actually expended for payroll. This one-time accounting change will not recur in 2020. The church received invaluable assistance from Assistant Sexton Nick Renzo in 2019, who worked tirelessly to meet the church’s needs for a Sexton during John Davis’ recovery. Beginning in the middle of 2019 John Davis began to return to his Sexton duties and John and Nick shared these duties throughout the rest of the year. In 2020, the Trustees anticipate transitioning back to a single Sexton position.

**Office Operations**

Trustees delegated increased authority for managing office expenses to Office Manager Kathy Heyman in 2019. These expenses were exceptionally well managed, generating savings in office expenses that offset increased personnel expenses elsewhere in the budget. Trustees developed plans in 2019 for replacing two obsolete office computers which will be carried out in January 2020. Likewise, Trustees, working with Kathy Heyman, have begun the process of planning for a new phone system for the office that is likely to be implemented in 2020.

**Buildings and Grounds**

Building maintenance expenses in 2019 largely ran according to budget. The biggest issues were experienced in the kitchen with the failure of the convection oven and the need to replace old plumbing fixtures, as well as replacing a water heater next to the flower room. Over the summer, issues with the fire alarm system were also discovered and remediated. Utility expenses ran largely as budgeted in 2019. Excess water usage remained an issue in 2019 with continued work by the Sexton team to identify and remediate leaking fixtures. Water usage will remain a watch issue in the coming year. Trustees began a process of reducing utilities expenses by developing plans to switch to LED lighting throughout the church in stages, beginning with the fixtures where the transition is easiest.

Grounds maintenance activities overall were largely as budgeted in 2019 with very little

expended for snow removal but with higher than expected expenses for tree removal. Trustees hosted three annual work days for grounds maintenance: in the spring on May 4, in the summer on August 25 and in the fall on December 7. Improvements made last year to the church's roof and to the parking lot were able to be maintained this year at low expense. Resurfacing of the parking lot remains an issue that will potentially drive significant expense for the church in the near future.

### ***Security***

Trustees after exploring the cost and feasibility of a security door on the hallway leading from the atrium to the church school classrooms, after consultation with other committees and the church membership, decided against installing this door. Instead, locking mechanisms were added to multiple classroom doors along the hallway to allow those rooms to be individually secured. In addition, security film was applied to the windows in the nursery. The Trustees developed an emergency evacuation plan for the church sanctuary and worked with other committees to extend planning for evacuations to the activities of the church school. The trustees, working with the Sexton team and other office staff, also developed plans to redesign the pattern of locks and keys around the church to ensure better controlled access to the church's facilities. This plan will be socialized and considered for implementation in 2020.

### ***Building Use***

Trustees worked to authorize uses of the church's facilities wherever they were found to be appropriate within the church's mission. This included continuing to work with the Boy Scout and Cub Scout troops sponsored by the church to meet their needs for activities and storage. The troops raised their own funds to add a storage shed on the church property. The Scouts continue to volunteer at the church by doing cleanup projects, and an Eagle Scout project by Aidan Love was undertaken that created a butterfly garden in the church courtyard. Trustees approved a new overarching building use policy in 2019 that has streamlined the process of considering and approving building uses. As part of the new policy, building use fees have been updated to align with fees at other, similar area churches and building uses that involve worship or use of the sanctuary include consultation with the Board of Deacons. The Trustees executed a new three-year agreement with the Annandale Cooperative Preschool governing their use of the facility. The use of church facilities by the Virginia Music Adventures group ceased in 2019 when that organization ended its operations.

Respectfully Submitted,  
Andrew Hunter

## **Nominations and Appointments Committee**

Barbara Allen, Class of 2021

Bob Lingo, Class of 2019

Tom Ross, Chair, Class of 2021

Resignation:

Trustees Terry Downs, Class of 2022

Other:

Commonwealth Trustees Willard Griffing (death)

Appointment:

Christian Education David Roach, Class of 2021

The Nominations and Appointments Committee is responsible for appointing persons to fill mid-term vacancies and securing nominations of individuals to serve as officers and on boards and committees who then are voted on at the LRUCC annual meeting in January. The Committee works throughout the year in consultation with church officers, committee and board chairs and the Senior and Associate Pastors.

This year, the N&A Committee with the assistance of the Reverend David Lindsey has undertaken a new test process of identifying candidates for Officers, Board and Committees. A master list of active church members was put together in December and Board & Committee Chairs will meet in January 2020 to identify possible candidates for their board or committee.

Under current church bylaws, the N&A Committee consists of six members; three being elected at each annual meeting for a term of two years. The church bylaws were amended in 2018 to allow members to serve two terms of two years (total of four). Presently, there are two members whose terms will expire this year: Tom Ross and Barbara Allen. Carrie Douglas has graciously agreed to be a candidate for election in 2020. If elected, she will join Bob Lingo whose term will expire in 2021.

The Committee is grateful for the work of many volunteers who devote many hours of service in a variety of ways. Assisting in carrying out the church ministry, managing the fiscal resources of the church, ensuring the building and groups are maintained, working with the Senior Pastor to carry out worship, providing pastoral care, preparing and monitoring the church budget, providing support to the Senior and Associate Pastors, supporting an ongoing youth ministry, Christian education programs, and outreach to the community and our denomination are a few of the roles carried out by volunteers. The Committee is always open to ideas and suggestions from the congregation and church leaders.

Respectfully submitted,  
D. Thomas Ross, Chair

## Stewardship Committee

2020	2021	2022	2023
Caroline Labbé	Ellen Wertman	Adam Honeysett Doreen Manchester	Bruce Summers

This year, the Stewardship Committee chose as its theme “Growing Gratefully.” 2020 is the 65th anniversary of the founding of Little River, and members’ generous contributions over the years have allowed the church to nurture grateful growth in one another through worship, education, fellowship, charity, and service. With new pledges and commitments, the church may plan for how to help all of us grow gratefully in faith, rooted in the values that we share in common across our splendid array of differences.

Planning for the campaign was coordinated with the Trustees and various boards and committees, establishing a goal of \$615,000. This represented a \$15,000 increase over last year’s pledged amount but was a level the committee felt important to declare and pursue given the church’s financial needs.

To educate the congregation about the campaign, the committee prepared two mailings with helpful information. The first, signed by Pastor David, introduced the campaign and provided a spiritual foundation. The second, signed by the committee, detailed the campaign goal and process and included the revised Narrative Program Budget, Pledge Card, and Guide to Giving.

We also involved the church’s youth, who decorated sunflowers that were displayed in the hallway, sang several growth-oriented songs under the direction of Ashton Streavig during worship on a Sunday before pledging, and completed their own Giving Cards.

The campaign kicked-off on a busy Consecration Sunday when the church also welcomed new members. The congregation submitted Pledge Cards and added a petal to the sunflower bulb frames artfully prepared by Doreen Manchester. The service was followed by a celebratory luncheon in the Social Hall, complete with sunflower cakes, during which the committee announced it had received pledges totaling 47% of the goal.

Throughout the campaign, the committee communicated progress in the Bulletin and *Currents*, on the sunflower bulb frames in the narthex (a petal was added for each additional pledge), and through Mission Minutes by representatives of supported ministries.

Also, in July, the committee sponsored Little River’s first-ever SummerFest, featuring a rummage sale, food, games, and vendors. Committee members, led by Doreen and supported by the Boys Scouts, invested countless hours in organizing the event, which drew hundreds of non-members (many visiting the church for the first time). Thanks to everyone – donors, workers, and buyers – who made the event a tremendous success. SummerFest netted \$2,429 in support of the 2019 budget. The committee plans to hold a similar event in summer 2020.

Furthermore, thanks to an anonymous donor, the committee led a matching challenge that

raised over \$2,000 to address several of the church's "unfunded priorities." Throughout the year, we had notable success meeting a number of these priorities, including repairing the organ, supporting the youth mission trip to Puerto Rico, and supporting Pastor Alexis during Pastor David's sabbatical, although some priorities remained unfunded.

Moreover, in October, the committee hosted an education session with Merrill Lynch on charitable giving and retirement planning.

The committee was thrilled to welcome Bruce Summers this year. He previously served on Stewardship, as well as many other church committees. His enthusiasm and experience elevated the committee's operations.

Meanwhile, for another year, Ellen Wertman took the lead on thoughtfully recognizing church gifts.

The committee thanks Caroline Labbé for her dedicated service, as she transitions off after six years. She will be missed, although our committee's loss is another committee's gain!

At the time of submission, the campaign has received 108 pledges totaling 80% of the goal, with additional pledges pending. Notably, we have received five new pledges, and 36 pledges have been increased from last year.

Submitted by  
Adam Honeysett



## Communications Committee

**2021**

Vacant

**2022**

Kathy Hartzler

**2023 (second term)**

Barbara Shepherd

Additional, unelected members: Dave Curtis, Hubert Beckwith, Roberta Croll (Communications Coordinator), David Lindsey, and Alexis Kassim (Pastors, ex officio), and Nancy Hall (Moderator).

The mission of the Communications Committee is to help provide LRUCC audiences, including members, friends, staff, and the wider community, with consistent and comprehensive information about all aspects of church life. Understanding that diverse audiences require diverse approaches, the Communications Committee oversees the use of many channels for connection while striving to maintain a consistent message and brand identity for the church.

The Committee met in person in February and October, and collaborated electronically between meetings. The Committee continues to be grateful for the contributions of Roberta Croll as the staff person in charge of communications. With the move of Larry Roth to become Moderator-Elect, the committee is one member short of the recommended three elected committee members. Although committee members had conversations with church members and friends about the vacancy, the committee was not able to recruit a new member in 2019.

In February, the Committee discussed David Lindsey's suggestion that sermons be videotaped and posted to the LRUCC website and/or Facebook page. The Committee agreed that this would benefit members and friends who cannot attend services, as well as those who are searching for a church. Conversation touched on the idea of streaming sermons live in addition to archiving them. The Committee approved the purchase of a wireless mic for an iPhone in order to record and/or live stream the sermon portion of the service, on a trial basis as is deemed appropriate. To date, sermons have yet to be recorded or streamed, however, an appeal has been made to secure Endowment Fund support for additional funding needs. Additionally, David suggested collecting stories of members and friends that can be posted and archived. The Communications Committee agreed to assist in collecting the stories in 2020.

The Committee discussed best ways to communicate about the software program, Realm, to the congregation and determined it best to share information in multiple ways over two months at the end of the year so that everyone is informed, including inserts in the newsletter and Sunday bulletins, placing information on the internal Facebook page, creating a "How-to" sheet with simple instructions, and demonstrations of the software during Coffee Hour after worship. David Lindsey and the office staff have completed most of these suggested actions.

Committee members continue to work with church leadership to keep information accurate and timely, update website information, and be on call to help with editing and proofreading communications in any medium before they go public.

Respectfully submitted,  
Barbara Shepherd

## **Historian/Archivist**

We have continued the practice of accumulating and filing copies of LRUCC Sunday worship bulletins, the Current Reflection newsletters, and bulletins of special services such as memorial services.

With the death of several long-time Little River members during 2019, including the last currently active charter member, we researched the membership records of people who joined the then-Congregational Christian Church of Fairfax County during its earliest years. We also found photos of the construction of the original church building for use in promotional materials for the stewardship campaign.

Respectfully submitted,  
Jan & Dave Curtis

## **Personnel Committee**

Committee Members:

Kathy McCrea

Drew Nettinga

Camille Brooks

The committee worked on reviewing and revising the currently approved Little River Employee Handbook to address several areas which need some additional clarification. The work will continue into 2020 to provide a revised document.

Respectfully submitted,  
Kathy McCrea, Chair

## Music Committee

The Music Committee would like to report another busy year for the Music Ministry at Little River United Church of Christ. The Music Committee had many projects throughout the year that focused on the instruments of the church and growing our youth music programs.

The organ at LRUCC underwent a major renovation project in 2019. Last year, the organ electronics started malfunctioning. Our organist, Craig Stapert, was able to play the instrument despite the challenges of not having operational preset buttons. The congregation of LRUCC responded swiftly and generously to a call for funds to make the major repair to the organ's electronics. The repairs took place over the summer and the piano was used for the two months the organ was out of commission. Costing around \$18K, the repairs were completed in September. The organ now has updated electronics, multi-levels of memory, and new toe-stud pedals. These updates on the organ provide enhanced facility for any organist at the keyboard.

The Music Committee also received a grant from the Endowment Fund to make improvements in Room 7 for Christian Education and Youth Music. The grant was used to purchase music chairs, a locking cabinet for musical instruments, white board, cork board, paint, rug, and fabric for drapery in the room. The Salt of the Earth and Joyful Noise choirs will use Room 7 for rehearsals before and after services. Christian Education will use the room during service for Church School. The room will be open for the congregation to use at any other time. Our Youth Music Director, Ashton Streavig, is grateful for the dedicated rehearsal space. The youth choirs continue to grow and welcome new members.

There were many musical highlights in 2019 for the Music Ministry at LRUCC. Starting in January, Amanda Halstead featured a piano trio by Undine Smith Moore during Martin Luther King Sunday. Lent and Easter featured many choral selections with the Sanctuary Choir and celebratory Easter brass and timpani. The Music Committee also organized 4 services of Taize music to accompany the Lenten Soup Suppers. Music Committee members Amanda Halstead, Aaron Morneau, and Jessica Sammis Nilles played for the services. Members of the congregation also provided lead voices in addition to Craig Stapert and Ashton Streavig putting in extra time to cover the services on a Sunday evening. While the organ was in repair over the summer, many LRUCC members shared their musical talents. Jessica Sammis Nilles offered three Sundays of Ukulele classes followed by a Sunday service featuring the LRUCC ukulele players. The outreach was well received by the congregation and Jessica is hoping to have more classes in the future. Craig Stapert put together a wonderful service celebrating Christ the King the Sunday before Thanksgiving. The service featured many choral anthems, Jessica Sammis Nilles on cello, and music highlighting the newly renovated organ. The service was a true thanksgiving in music for the generosity of the congregation for the organ repairs. Finally, Advent featured all of the music ministry choirs at LRUCC from past to present. Ashton Streavig created a program for the youth that told the story of Zechariah and Elizabeth. Ashton wrote her own original lyrics, created her own Orff ensemble music, wrote the dialogue, and helped the youth come up with their own choreography. The year finished with a Joyful Noise reunion choir following the last Sunday

of the year.

Overall, the Music Ministry engages a variety of members from the congregation including new members. The Youth Music groups continue to provide fellowship and music education to our youngest members. The Sanctuary Bells provide a musical outlet for those members who enjoy reading music and performing in a music ensembles. The Sanctuary Choir continues to support its dedicated members and is looking for new voices to join the choir. The Music Committee plans to focus on strengthening the Sanctuary Choir with guest artists and ideas on recruiting new voices into the sanctuary of LRUCC.

Respectfully submitted:  
Amanda Halstead, Music Committee Chairperson

## **Women's Ministry**

Members: Marilyn (Bunny) Jones, Pamela Binninger, Barbara Lowrey, Janet Parsons Mackey, Karen Flann , Nadine Zing!, Camille Brooks, and new member Carrie Douglas.

### ***Structure/Mission:***

The Women's Ministry Team (WM) is a small group of women who gather, generally on the first Thursday morning of each month, to plan activities of interest to women of all ages 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, a book group, and ongoing covenant groups as interest is brought to our attention. The book group is open to anyone who is interested in attending, not only women.

### ***2019 Program***

#### **May 19-20: Women's Retreat: "Gratitude"**

An overnight women's retreat was held at Shrine Mont Retreat Center in Orkney Springs, VA with 21 women attending. Carpooling was coordinated by Women's Ministry members.

The theme of gratitude was a continuation from the breakfast and reflective time that Women's Ministry held in November 2018, "Gratitude for God's Blessings."

The retreat began with an opening prayer and a dedication to the late Rev. Ginna Minasian Dalton who was instrumental in beginning and encouraging women's ministry at LRUCC. Memories of Ginna were shared, particularly the trip to Armenia that a number of church members took with Ginna as leader.

Activities over the two days included writing/journaling, a gratitude map and collage activity, and chair yoga and meditation. Several meals were included as part of the retreat. Tables were reserved for LRUCC women in the Shrine Mont dining hall providing a time for socialization and sharing.

The retreat concluded with a worship service, and each participant left with a "gratitude jar" to continue writing down daily thoughts of gratitude going forward.

#### **Book Group 2019 Organized by Women's Ministry**

The book group meets the second Sunday of the odd months of the year, 11:30 a.m. – 1:30 p.m. in Room 8 and is open to all who are interested. The book group rotates leadership of the book discussions among WM members and volunteers from the congregation. The new coordinator for soliciting book titles and sending out titles for a vote is Mary Beth Ciarcia. The books receiving the highest votes get put on the list for reading and discussion. Thanks to Rachel Smith, the previous coordinator, for her work with the book group. Rachel has moved from the area for a new job opportunity.

The following books/topics were read and discussed in 2019:

- February – Poetry, led by Janet Parsons Mackey

- March – *Evicted* by Matthew Desmond led by Larry Roth
- May – *The Women in the Castle* by Jessica Shattuck led by Dorothy Lamb
- July – *Educated: A Memoir* by Tara Westover
- September – *Lipstick Brigade* by Cindi Gueli led by Mary Beth Ciarcia
- November – *Grant* by Ron Chernow led by Kathleen Styles

Books Chosen for 2020 are:

- January 12 – Poetry. Participants bring poems to share, led by David Lindsey
- March 8 -- *The Refugees* by Viet Thanh Nguyen led by Mary Summers
- May 17 – *Where the Crawdads Sing* by Delia Owens led by Pam Binninger
- July 2 – *The Cooking Gene* by Michael W. Twitty led by Jody Gundrum
- September 20 – *Unsheltered* by Barbara Kingsolver led by Caroline Labbe
- November 15 – *Behold the Dreamers* by Imbdo Mbue led by Janet Parsons Mackey

Submitted by  
Women's Ministry

## **Endowment Committee**

The Endowment Fund benefited from significant contributions and stock market gain during 2019. Market value of the fund increased to a total of \$523,728. Contributions for the year were \$30,100.

In accordance with the Endowment Fund Policy, the Committee determined that \$16,000 was available for use in 2019. At the annual meeting, the Congregation approved \$6400 for outreach (to be spent by BOSJ), \$4800 to be used by the Music Committee to renovate room 7 for music ministry in the church school, \$3200 for operations, and \$1600 to be added to the Howard University School of Divinity scholarship fund.

For 2020, the Endowment Fund Committee has determined that \$18,000 will be available for disbursement. Continuing the distribution formula used previously, the committee recommends \$7200 for outreach, \$5400 for Innovative Ministries or Special Projects, \$3600 for Operations, and \$1800 for scholarship funds.

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

There were no membership changes to the Endowment Fund Committee this year.

Respectfully submitted,  
Joe Christiansen, Chair



## Treasurer

*For it is in giving that we receive*  
- St Francis of Assisi (Acts 20:35) -

### Summary

As of December 31, 2019, Little River UCC had available cash of \$77,106. The total value of our investments was \$559,674 (book value), with a market value of 758,480. Cash liquidity tightened in the Fall, then improved due to income contributions in December; we ended the year with cash adequate to cover just over 1 month of expenses. In terms of its operating budget, we ended 2019 with a deficit of (\$11,096), with overall income \$14,791 less than budgeted and expenses \$3,003 less than budgeted.<sup>1</sup> Several factors contributed to these results:

#### Income

- Endowment fund transfer contributed \$3,200 to income
- Pledge and plate offerings were \$14,720 below anticipated budget
- Other income & Interest (\$781 above) and building use (\$852 below) were close to budget
- Budgeted carryover contributed \$10,000 to income

#### Expenses

- Significant areas of higher than anticipated spending were personnel (\$5,337), which was related to a change in payroll practices (from monthly to bi-weekly) and benefits.
- We paid the Potomac Association \$2,306 more than owed due to a billing error on their part that we didn't catch. We are working to resolve this and will reduce our 2020 payment accordingly.
- Facility and operations, as well as program spending were \$10,945 below budget.

#### Counting our Blessings and other Benevolence Funds

LRUCC made the following donations through special offerings and other donations and fundraising.<sup>2</sup>

<b>Benevolence</b>	<b>Amount</b>
Our Church's Wider Mission (OCWM)	\$32,430
Potomac Association <sup>a</sup>	9,222
One Great Hour of Sharing	6,331

<sup>1</sup>The 2019 budget left \$392 in net revenue—if this is also subtracted, you arrive at the \$11,096 actual net revenue.

<sup>2</sup>This does not include the Thanksgiving offering, which funds the deacons/pastors' funds for emergency needs for parishioners.

<sup>a</sup>Includes off-budget benevolences.

Neighbors in Need	5,207
Strengthen the Church	3,715
Christmas Offering <sup>b</sup>	4,844
Easter Offering	\$4,159
<b>Total</b>	<b>\$65,908</b>

<sup>a</sup>Excludes the overpayment of 2,306.

<sup>b</sup>Reflects amount collected in 2018 and dispersed in 2019.

#### A Programmatic View of Our Spending for 2019

<b>Program Area</b>	<b>Percentage of 2019 Spending</b>
Benevolences <sup>a</sup>	9.6%
Personnel	66.8%
Facility & Operations	19.6%
Programs	4.0%
Reserves	0.0%
<b>Total</b>	<b>100.0%</b>

<sup>a</sup>Includes off-budget benevolences.

#### Endowed and Designated Funds

The following LRUCC's invested funds are held in the United Church Fund's Moderate Balanced Fund. All funds grew in value this year, as shown in the table below.

<b>Endowed &amp; Designated Funds</b>	<b>Book Value</b>		<b>Market Value</b>			
	<b>1/1/19 Balance</b>	<b>12/31/2019 Balance</b>	<b>1/1/19 Value</b>	<b>YTD Net Transactions</b>	<b>YTD Growth in Value</b>	<b>Current Value</b>
Endowment	\$347,443	\$371,294	\$428,995	\$23,851	\$71,382	\$524,228
Thelma Morris	12,878	13,153	16,318	275	2,855	19,448
Music Trust	14,195	16,484	17,428	2,289	2,997	22,714
Ralph Wands	34,252	30,989	43,540	(3,263)	5,686	45,963
Beckwith Scholarship	1,236	1,159	4,069	(77)	317	4,309
Polly Spaar Memorial	3,305	3,109	6,311	(196)	740	6,855
Memorial Garden	\$1,529	\$1,788	\$2,598	\$388	\$393	\$3,379

Additionally, current balances of additional funds are below

<b>Funds</b>	<b>01/01/2019 balance</b>	<b>Income</b>	<b>Expense</b>	<b>12/31/2019 balance</b>
Ginna M. Dalton	-	\$9,150	-	\$9,150
Special Music	\$833	\$300	-	\$1,133
Building	\$4,196	\$700	-	\$4,896

**Reserve Funds**

Spending from the building and reserves funds was considerably less in 2019. Overall expenditures were \$29, 192, with most of the spending for organ repair, our website redesign, and building repairs. Most funds grew in value this year.

<b>Reserve Funds</b>	<b>Book Value</b>		<b>Market Value</b>			
	<b>1/1/19 Balance</b>	<b>12/31/2019 Balance</b>	<b>1/1/19 Value</b>	<b>YTD Net Transactions</b>	<b>YTD Growth in Value</b>	<b>Current Value</b>
Major Repair	\$18,874	\$22,578	\$19,212	\$3,704	\$1,216	\$24,132
Organ Repair	15,297	9,118	15,752	(6,179)	788	10,361
Capital Expense	1,081	1,100	1,135	19	199	1,353
Parsonage	8,525	21,523	8,722	12,997	1,526	23,245
Choir Robe	1,087	1,107	1,148	19	201	1,369
Website	\$10,659	\$10,540	\$10,746	\$(119)	\$908	\$11,535

In closing, it has been a year of learning for me—and without the steady support of LuAnn Bynum, Michelle Mitchell, Robin Petrusak, and Mary Summers—I would not have made it through the year. Additionally, I'd like to thank Dave Curtis for his review of the expenditure reports, historical knowledge, and collaborative manner. Also, thanks to Gary Allen for his historical knowledge and assistance.

Respectfully submitted,  
Carolyn L. Yocom, Treasurer

## **Flower Report**

This year there were a record 10 weeks for which there was no sponsor for flowers. The flower program at Little River is supported only by those sponsors. There is no line item in the church's budget for flowers. As of this writing, the lack of support for the flower program appears to be serious. Only one donor has signed up in January. Please sign up on the flower calendar on the wall in the main hall on the right near the narthex.

While I was out of commission due to surgery in November and December, I ordered arrangements to be delivered from a reputable florist for four weeks. Since then, I have been back on the job, as I hope to remain as long as I am able. There is presently a cushion in the pass-through floral account to supply weekly flowers and floral supplies for the short run, but it is not sufficient to go on indefinitely. Please support our sanctuary flowers (and the associated residual flowers which are placed on the Welcome table in the atrium and sometimes in the Narthex). The sanctuary flowers may be taken home after the service by the donor, if desired. The office would like to know whether donors intend to take flowers home after the service.

The indoor plants in the atrium, narthex and sanctuary are cared for principally by Bunny Jones with additional help from Siggi Moser and Fran DuRocher from time to time for projects.

As the present Flower Lady, I am happy to attempt to honor floral requests each week to the best of my ability.

Respectfully submitted,  
Ruth W. Duncan

## **Boy Scouts at Little River UCC**

Bruce Summers, LRUCC Chartering Organization Representative, 703-399-6010

Bill Huddleston, Trustees – Grounds, Eagle Advisor to Troop 1532, 703-434-9780

In the fall of 2018, Our Church, through the Board of Deacons become the Chartering Organization (sponsor) for Cub Scout Pack 115 and Scout Troop 1532. This report captures some of the highlights of having Scouts at Little River.

### ***Cub Scout Pack 115 - Bart Edgerton, Cubmaster – 617-803-4140***

Cub Scout Pack 115 has forty registered youth members. There are dens for each grade level, from Kindergarten to Fifth Grade. Kindergarten – Lions, First Grade – Tigers, Second Grade – Wolves, Third Grade – Bears, Fourth Grade- Webelos I (stands for We Will Be Loyal Scouts) and Fifth Grade (Arrow of Light)- Fifth Graders transition to the Scout Troop in April of their Fifth Grade year.

Cub Scout Pack 115 meets monthly in the Social Hall, plus the dens each meet once a month as well. The Pack has two camping activities during the year, one in the fall, and one in the spring. The most recent one was at Burke Lake Park, and camping at the Cub level is by families. In addition, the Cubs have a varied program of activities, including the Rain Gutter Regatta, visits to the fire station, Hidden Oaks Nature Center, and the highlight each January is the Pinewood Derby. In the Pinewood Derby Cubs race pine cars that they have made down a 50-foot track (which barely fits in the Social Hall). The only electronics involved are the ones at the finish line, and it's always inspirational to see how many varied designs the Cubs come up with.

### ***Troop 1532, Larry Landon, Scoutmaster, 401-207-3198***

Troop 1532 has had two Eagle Scout Courts of Honor since Little River UCC became the chartering organization, with a total of eight Scouts having earned their Eagle rank, the highest rank in Scouting. The eight are Ryan Yoder, Andre Padovani, Heston McClintock, and Cameron Farmer who had their Court in October 2018, and Oliver Gladys, Quinn Padovani, Jay Swallow and Aidan Love who had their Court of Honor in January 2020. Their names have been added to the Troop 1532 Eagle Scout Plaque that is located in the Social Hall.

Troop 1532 meets weekly, throughout the year, and most often in the Jubilee Room. There is one outdoor/overnight camping event monthly, including a Winter Klondike Derby campout, and a High Adventure canoe trip on the Upper Potomac during the summer. In addition, each summer Scouts from the Troop attend Camp Olmsted at the Goshen Scout Reservation in Goshen, Virginia and the Troop has often earned the coveted "Troop of the Week" designation.

The Troop also visited the World Scout Jamboree this summer in Kentucky.

### ***Service Projects at Little River***

Troop 1532 took the timbers that had been in the corner of the parking lot for a decade and used them to finish the parking spaces around the perimeter of the parking lot. Scouts have

helped on other Trustees project including patching potholes on the driveway and clearing the back driveway of leaves and other debris.

Troop Shed and Outdoor Classroom area. As part of the site preparation for the location of the Troop 1532 Shed, the troop removed poison ivy and cleared the area for an eventual outdoor classroom and worship grove area.

Aidan Love's Eagle Project was the Pollinator Garden in the Little River Courtyard, which included the installation of two benches so that there is now a place where one can sit to enjoy the flowers and seeing the pollinators at work.

The Cub Scouts, Boy Scouts, and family members also were a huge help with set up support of our Summerfest – Church Yard Sale.

Submitted by  
Bill Huddleston and Bruce Summers

## Addendum – 2020 Trustees Proposed Budget for Annual Meeting

	2018 Budget	2019 Budget	2019 Actual	2020 Proposed
<b>Income</b>				
Pledge Income (current year)		\$ 544,139	\$ 529,422	\$ 524,908
Pledge Income (prepaid)	\$ 597,703	\$ 35,861	\$ 35,858	\$ 40,092
Non-pledge income	\$ 37,000	\$ 31,000	\$ 32,974	\$ 33,000
Plate offering	\$ 5,700	\$ 5,700	\$ 4,630	\$ 5,000
Endowment Fund Transfer	\$ 2,800	\$ 3,200	\$ 3,200	\$ 3,600
Miscellaneous	\$ 650	\$ 3,000	\$ 2,538	\$ 3,000
Building Use	\$ 23,500	\$ 24,000	\$ 23,148	\$ 24,000
Interest	\$ 1,800	\$ 1,700	\$ 2,038	\$ 2,000
Subtotal Contributed & Earned Income	669,153	\$ 648,600	633,809	\$ 635,600
Counting Our Blessings Fundraising				\$ 8,000
Carryover	\$ 54,500	\$ 10,000	\$ 10,000	\$ -
<b>Total Income</b>	<b>\$ 723,653</b>	<b>\$ 658,600</b>	<b>643,809</b>	<b>\$ 643,600</b>
<b>Expenses</b>				
<b>Benevolences &amp; Mission</b>				
Board Designated Benevolences (subto	\$ 29,000	\$ -	\$ -	\$ 10,000
Our Church's Wider Mission (OCWM)	\$ 35,564	\$ 32,430	\$ 32,430	\$ 20,000
Potomac Association	\$ 7,436	\$ 9,222	\$ 11,528	\$ 6,895
<b>Total Benevolences &amp; Mission</b>	<b>\$ 72,000</b>	<b>\$ 41,652</b>	<b>\$ 43,958</b>	<b>\$ 36,895</b>
<b>Pastoral Expenses</b>				
<b>Senior Pastor</b>				
Senior Pastor Salary	\$ 98,766	\$ 23,766	\$ 103,870	\$ 23,847
Senior Pastor Housing		\$ 75,000		\$ 75,000
Benefits	\$ 29,166	\$ 34,852	\$ 34,866	\$ 41,805
Travel, Professional, Continuing Education	\$ 2,400	\$ 2,600	\$ 2,684	\$ 1,600
Senior Pastor (subtotal)	\$ 130,332	\$ 136,218	\$ 141,420	\$ 142,252
<b>Associate Pastor</b>				
Associate Pastor Salary	\$ 75,688	\$ 27,580	\$ 80,970	\$ 27,947
Associate Pastor Housing		\$ 50,000		\$ 51,250
Benefits	\$ 32,593	\$ 33,173	\$ 34,561	\$ 33,962
Travel, Professional, Continuing Education	\$ 2,400	\$ 2,600	\$ 2,841	\$ 1,600
Associate Pastor (subtotal)	110,681	\$ 113,353	\$ 118,371	\$ 114,759
<b>Other Pastoral Expenses</b>				
Excellence in Ministry Award				
Guest and Supply Ministers	\$ 750	\$ 750	\$ -	\$ 500
<b>Total Pastoral Expenses</b>	<b>\$ 241,763</b>	<b>\$ 250,321</b>	<b>259,791</b>	<b>\$ 257,511</b>
<b>Program Expenses</b>				
<b>Christian Education</b>				
Christian Education Programs	\$ 6,500	\$ 3,000	\$ 2,427	\$ 2,700
Child Care Providers	\$ 5,000	\$ 4,754	\$ 5,404	\$ 4,851
Christian Education (Subtotal)	\$ 11,500	\$ 7,754	\$ 7,831	\$ 7,551
<b>Music</b>				
Music Programs	\$ 12,000	\$ 12,000	\$ 10,355	\$ 10,000
Director of Music	\$ 36,663	\$ 37,639	\$ 39,252	\$ 38,392
Youth Choirs Director	\$ 8,580	\$ 8,812	\$ 9,206	\$ 8,988
Substitute Organist	\$ 1,000	\$ 500	\$ 900	\$ 500
Music (Subtotal)	\$ 58,243	\$ 58,951	\$ 59,714	\$ 57,880
Board of Deacons Programs	\$ 8,500	\$ 7,000	\$ 6,350	\$ 6,000

BOSJ Programs	\$ 3,000	\$ 2,000	\$ 2,220	\$ 1,500
Stewardship Committee	\$ 3,200	\$ 2,700	\$ 2,700	\$ 2,700
Safe Space Committee	\$ 300	\$ 350	\$ 418	\$ 350
Communications Committee	\$ 500	\$ 1,000	\$ 832	\$ 900
Endowment Committee	\$ 100	\$ 100	\$ -	\$ 100
Historian & Archivist	\$ 200	\$ 100	\$ 100	\$ 100
First Friday Program	\$ -	\$ -	\$ -	\$ 3,000
Delegates Expenses	\$ 1,400	\$ 500	\$ 1,334	\$ 500
<b>Total Program Expenses</b>	<b>\$ 86,943</b>	<b>\$ 80,455</b>	<b>81,499</b>	<b>\$ 80,581</b>
Office, Building, & Grounds Operations				
Office Administrator - Salary	\$ 34,320	\$ 35,178	\$ 36,458	\$ 35,882
Office Administrator - Health Insurance	\$ -	\$ 10,575	\$ 10,578	\$ 10,896
Office Administrator - subtotal	34,320	\$ 45,753	47,036	\$ 46,778
Communications Coordinator	\$ 12,000	\$ 18,389	\$ 18,570	\$ 18,135
Sexton	\$ 30,000	\$ 27,218	\$ 26,468	\$ 29,504
FICA for Non-Pastoral Staff	\$ 11,000	\$ 11,680	\$ 10,192	\$ 10,200
Payroll Service Costs	\$ 1,500	\$ 1,400	\$ 1,213	\$ 1,704
Staff Training	\$ 600	\$ 600	\$ 124	\$ 300
Staff Appreciation and Merit Bonus	\$ 1,500	\$ -	\$ 1,045	\$ 1,100
Financial Operations Contractors	\$ 48,500	\$ 41,041	\$ 34,624	\$ 35,202
Church Operations Personnel (Total)	\$ 139,420	\$ 146,080	139,272	\$ 142,923
Office Operations	\$ 21,000	\$ 16,000	\$ 10,460	\$ 10,000
IT Operations	\$ 6,000	\$ 6,000	\$ 2,310	\$ 4,000
Insurance, Interest, Bank Fees	\$ 22,000	\$ 18,000	\$ 18,992	\$ 19,000
Loan/Line of Credit Repayment	\$ 12,000	\$ -	\$ -	\$ -
Legal Counsel	\$ 1,000	\$ 1,000	\$ -	\$ 500
Custodial Contract & Supplies	\$ 37,000	\$ 37,700	\$ 38,511	\$ 32,500
Building Maintenance	\$ 22,000	\$ 21,000	\$ 18,921	\$ 20,000
Grounds Maintenance	\$ 8,500	\$ 6,000	\$ 6,577	\$ 6,500
Utilities	\$ 32,000	\$ 34,000	\$ 34,615	\$ 33,000
<b>Total Office, Bldg, Grds Operations Expense</b>	<b>\$ 300,920</b>	<b>\$ 285,780</b>	<b>269,658</b>	<b>\$ 268,423</b>
Reserve Fund Transfers				
Transfer to Major Repair Reserve	\$ 13,500	\$ -	\$ -	\$ -
Transfer to Capital Expense Reserve	\$ 4,000	\$ -	\$ -	\$ -
Transfer to Organ Repair Reserve	\$ 900	\$ -	\$ -	\$ -
Transfer to Website Upgrade Reserve	\$ 3,600	\$ -	\$ -	\$ -
<b>Reserve &amp; Designated Fund Transfers (Total)</b>	<b>\$ 22,000</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Total Expenses</b>	<b>\$ 723,626</b>	<b>\$ 658,208</b>	<b>654,905</b>	<b>\$ 643,409</b>
<b>Net Revenue (Income - Expenses)</b>	<b>\$ 27</b>	<b>\$ 392</b>	<b>(11,096)</b>	<b>\$ 191</b>



## Addendum – 2019 Roster of Leaders

**Little River United Church of Christ**  
Officers, Board and Committee Members,  
and Other Church Leaders  
October 8, 2019

### Officers

Moderator	Nancy Hall	Assistant Treasurer <sup>o</sup>	Robin Petrusak
Moderator-Elect	Larry Roth	Membership Clerk	Camille Brooks (2)
Past Moderator	John Mingus	Historian-Archivist	Dave & Jan Curtis (2)
Church Clerk	Vacant	Comptroller <sup>o</sup>	Jennifer Mack
Treasurer	Carolyn Yocom (1)		

### Church Council Members at Large

2020	2021
Bruce Douglas (3)	Karen Kleiber (1)
Mary Summers (1)	

### Commonwealth Trustees

Vacant	Barbara Lowrey	Steve Wheelock
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### Board of Christian Education ([ce@lrucc.org](mailto:ce@lrucc.org))

2020	2021	2022
Susan Kennedy (1)	Kenyon Erickson (1)	Emily Mingus (2)
Heidi Warrington (1)	David Roach* (2)	
	Dave Shepherd (1)	
	Cheryl Urban (1)	

### Board of Deacons ([deaconlist@lrucc.org](mailto:deaconlist@lrucc.org))

2020	2021	2022
Ardie Hollifield (1)	Michael Alt (1)	Irena Pavlin (1)
Drew Nettinga (1)	Amy Mireku (1)	Doris Perkett (1)
Mary Downs (1)	Lorri Jones (2)	
Chris Weakley* (1)	Jackie Lascola (2)	

### Board of Outreach and Social Justice ([outreach@lrucc.org](mailto:outreach@lrucc.org))

2020	2021	2022
Judy Moats* (1)		Jane Madden (1)
Gail Perry (1)		Cindy Fithian* (1)
Lois Wyatt (1)		

### Board of Trustees ([trustees@lrucc.org](mailto:trustees@lrucc.org))

2020	2021	2022
Lynn Daft (2)	Mike Nagy (2)	Robin Petrusak (1)
Betsy Erickson (2)	Patrick Martin (1)	Bill Perkett (1)
Andrew Hunter* (1)	Sofia El Khamlichi (1)	John Acar (2)
	Bill Huddleston (1)	Terry Downs (2)

### Audit Committee

2020	2021
Badu Mireku (2)	George Matthews (11)

**Communications Committee (communications@lrucc.org)**

2020	2021	2022
Barbara Shepherd* (1)	Vacant	Kathy Hartzler (1)

**At large (unelected):** Hube Beckwith, Dave Curtis, Nancy Hall (Moderator), Ardie Hollifield (Deacon's Representative), Roberta Croll (Communications Coordinator [staff])

**Endowment Fund Committee (endowment@lrucc.org)**

2020	2021	2022
	Sandy Miller (2)	Fran DuRocher (2)
	Joe Christiansen* (1)	Brian Payne (2)
		Steve Wheelock (1)

**Finance Committee (appointed—no fixed term) (finance@lrucc.org)**

Carolyn Yocom (Treasurer)	Jennifer Mack (Comptroller)	Sofia El Khamlichi (Trustees)
Robin Petrusak (Assistant Treasurer)	TBD (Endowment Fund Committee)	TBD (at large)
		TBD (at large)

**Music Committee (music@lrucc.org)**

2020	2021	2022
Kathy Richardson (1)	Jessica Nilles (1)	Nancy Carey (2)
Erin Taylor (2)	Aaron Morneau (1)	Amanda Halstead* (2)

**Nominations & Appointments Committee (nanda@lrucc.org)**

2020	2021	2022
Barbara Allen (2)	Bob Lingo (2)	
Tom Ross* (2)		

**Personnel Committee (personnelcmte@lrucc.org)**

2020	2021	2022
Drew Nettinga	Camille Brooks	Kathy McCrea (3+)**

**Safe Church Committee (safechurch@lrucc.org) (no fixed term)**

Susan Kennedy	Ann Opsahl	Paul Renzo
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**Stewardship Committee (stewardship@lrucc.org)**

2020	2021	2022
Caroline Labbé (2)	Ellen Wertman (2)	Doreen Manchester (2)
		Adam Honeysett* (2)
		Bruce Summers (1)

The Senior Pastor is an advisory member *ex officio* of all boards and committees.

**Communications Leaders**

News ( <i>Current Reflections, Current Tidings</i> )	Communications Coordinator: Roberta Croll
Publicity	Deacons' Evangelism Committee
Sound System Team	Ellen Wertman

**Other Church Leaders and Contacts**

Advent Funshops	Board of Deacons	Flowers	Ruth Duncan, Bunny Jones
Arts & Design Ministry	Barbara Allen, Dr. Fran DuRocher, Bunny Jones, Spencer Jones, Michelle, Mitchell, Siggie Moser. (arts@lrucc.org)	Quilters	Ruth Duncan
Caring Hands	Carnie Douglas	Ushers	Kay Hart
Communities of Care	Board of Deacons	Women's Ministry	Pam Binninger, Camille Brooks, Karen Flann, Connie Fullerton, Bunny Jones, Barbara Lowrey, Janet Parsons Mackey, Nadine Zing
First Friday	John Davis	Men's Fellowship	Tom Ross

**Church Council Email List (council@lrucc.org)**

Senior Pastor, Associate Pastor

Moderator, Past-Moderator, Moderator-Elect

Treasurer, Assistant Treasurer, Comptroller, Historian/Archivist

Church Clerk, Membership Clerk

Board and Committee Chairs

(Deacons, Trustees, Christian Education, Outreach and Social Justice, Stewardship, Personnel, Endowment Fund, Safe Church, Communications, Nominations and Appointments, Finance, Music)

Council Members At Large

**Governance Board Email List (governanceboard@lrucc.org)**

Senior Pastor, Associate Pastor

Moderator, Past-Moderator, Moderator-Elect

Treasurer, Comptroller

Church Clerk

Board Chairs (Trustees)

Council Members At Large

**Ministry Board Email List (ministryboard@lrucc.org)**

Senior Pastor, Associate Pastor

Moderator

Board and Committee Chairs (Deacons, Christian Education, Music, Outreach and Social Justice, Stewardship, Communications)

**KEY***20nn* year of term expiration (at January annual meeting)*(n)* current elected term of service

\*\*Charter member of Personnel Committee before bylaws were amended.

*Questions/comments related to this document should be sent to the  
Nominations and Appointments Committee at nanda@lrucc.org.*