

Little River
United Church of Christ

Annual
Reports
2023



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Moderator

Kathleen Styles

I surprised myself by enjoying my term as moderator! Honestly, I only agreed to do this because someone used the word “beseech,” but it’s been fun and I am so pleased at the direction our church is taking.

This has been a year of big changes for Little River, the two biggest changes are the arrival of our new senior pastor and the return to full operations after COVID. We moved a long way to full operations in 2022,



but only in 2023 did we become mask optional and only in 2023 did our attendance return to pre-COVID levels. We began the year with uncertainty about our search process. We give thanks to Pastor Art for agreeing to stay with us through our full interim period, and we are joyous at the arrival of Shelli, our new senior pastor, in May. Shelli hit the ground running, and we are the better for it.

As moderator, I thought my two biggest tasks this year were to manage the work of the Church Council, hopefully making it a little less onerous to be in church leadership, and to make the transition to our new pastor a smooth

one. The transition process included working with our Search Committee to manage the call process (once they recommended a candidate), fretting about a lot of small details related to onboarding (yes, we had a checklist!), arranging for guest pastors for our in-between period, helping Shelli learn about us, and helping set up a Pastoral Support Committee for her.

We made some changes in the way we run Council this year. While we generally meet via Zoom, we now meet once a quarter in-person for a potluck lunch + business. Instead of having updates at the meetings, we moved to a model where each board or committee sends a written update prior to the meeting, freeing up Council time for discussion. A bonus is that I can use those updates to prepare a detailed update for the monthly newsletter. We moved to using an online “planning calendar” to keep track of activities and reduce the number of scheduling snafus. It’s not a perfect system, but it seems to help. I continued Clark’s tradition of attending the staff meeting monthly, shortly before the Council meeting, to facilitate two-way communication.

Mostly, I’d like to celebrate our church’s return to business as usual. I am so glad to see families back in worship and attending church functions. We’re back to having coffee hours, picnics, the Service of the Gift, and full Christian education activities. It is important that we continue to offer hybrid worship, and I am proud of

the Media Team and their flexibility and good humor, which makes this possible.

HR Committee

The HR Committee consists of the moderator team, the senior pastor, the chairs of the Board of Deacons and the Board of Trustees, and the treasurer. We meet once a month—or as needed—to manage our personnel. As the year has progressed, we’ve come to the conclusion that we don’t need the treasurer in the committee, so we will be moving to remove this requirement from our bylaws. Given the participation of the chair of the Board of Trustees, the treasurer will be consulted as needed, should any financial information be necessary.

One of the committee’s functions is to ensure that reviews happen and are meaningful. We conducted regular reviews with Pastor Art, and the committee is preparing for our first review with Shelli in January 2024. We’re trying to use a deliberate and thoughtful process, a process that will likely evolve as her ministry with us continues. Staff reviews are generally up-to-date, and those that are not will become so early in 2024.

During our interim period, the committee oversaw the hiring of a new building and grounds manager and a CE aide to assist the child care provider. We discussed 2024 salary levels and the cost-of-living increase. We reviewed and updated the Employee Handbook.

Senior Pastor

The Rev. Dr. Shelli M. Poe

I've been serving Little River for eight months now. It's not a long time, but it's long enough for me to have learned a few things about this community.

Our congregation is blessed with people who are passionate and compassionate.

Creating content for our new Welcome Packet for newcomers and our Stewardship Booklet along with attending our boards and committees has offered me the opportunity to learn about the deep commitments we share, commitments to feeding, clothing, and giving to the impoverished; to striving to become antiracist; to ministering with and to the LGBTQ community; to a lifetime of learning; to the joy of making and listening to music; to caring for women; and to supporting interfaith dialogue and our Afghan, Palestinian, Jewish, and other neighbors. We are a congregation of deep passion and commitment, and I'm looking forward to the ways we will continue to turn our values into action.

Our congregation is full of people with open minds and open hearts.

We are a people who are not stuck in old patterns and habits. Oh, we have them—but we're not stuck in them. We are a flexible and a forward-thinking people. When I asked



the congregation to consider using inclusive versions of the Lord's Prayer in worship, for example, the period of discernment and experimentation that we engaged in was a beautiful collaborative experience. When I introduced a congregational response into our prayer time, we laughed together on those occasions when I forgot to do it myself, and we have had patience with one another as we learn a new habit. In our Tuesday Discussions,

I've been able to lead conversations about Antiracism and Black Theology, Feminist Theology, and Womanist Theology, and I've been consistently and pleasantly surprised by the group's honesty and openness in learning together. I am looking forward to

our Strategic Planning process this year. The process will draw on our open mindedness, our flexibility, and our creativity as we envision Little River's future.

We have a vibrant and growing group of children and youth.

I have the pleasure and privilege of talking with our younger worshipers each week during Children's Time and with our youth during Confirmation after worship. Children and youth now have their own designated tables at Coffee Hour, and how wonderful it is to see them creating community together each week. Our children are our future; and the future is very bright.

Our congregation is eager to engage with the wider community and to welcome newcomers.

Since I arrived, we have become an organizational member of the Interfaith Communities for Dialogue, whose board includes members of many of our ecumenical partners in the Christian community as well as folks from Jewish, Sikh, Muslim, Baha'i, and more traditions. We have also had a presence at NOVA Annandale's "NOVA Day," dropped off meals for the LGBTQ+ small group led by Arise Campus Ministry, walked in the DC Pride Parade, supported our Scout Troop and Pack, and held a very well-attended churchwide and collaborative Trunk or Treat Festival. In addition, we've been discerning whether we might strengthen our ties with UCC of Fredericksburg by sharing our adult education opportunities and other resources with them and learning from their community.

I could go on.

Beloved, in covenant faithfulness, we now walk together into 2024. We will meet new challenges, creatively forge new paths, deepen our core identities, and live in community with one another under the guidance of God in Christ. In this new year, may we rejoice in our community – this beautiful and beloved body of Christ.



Office Administrator

Kathy Heyman

Seems like it was just the other day I was writing the Church Office Administrator Annual Report for 2022. How does time fly by so quickly? Guess that means we are still having fun!

It certainly has been an interesting and busy year. We said goodbye to our Interim Senior Pastor Art Cribbs in May. It was a joy working with him for over two years. We will miss his “calmness” during a time when it was very needed.

We then welcomed with enthusiasm and anticipation our new settled Senior Pastor Shelli Poe in June. It seems like we all hit the ground running quickly to stay up with Shelli, which is not a complaint but energizing. We look forward to putting on our running shoes and drinking more coffee as we embrace her passion and energy!

We have been receiving church building usage requests from organizations such as Lifetime Learning Institute (LLI) which have again been holding meetings and events here monthly. We also held a wedding here this summer for a couple who did not attend services at Little River but rented the sanctuary and social hall for their ceremony and celebration. It was a pleasure assisting them with their special day and having their family and friends enjoy Little River’s sanctuary, social hall, and grounds. We also had families and friends attend and enjoy two music recitals held in the sanctuary in 2023. Our building and campus are being enjoyed by many

from the surrounding neighborhoods and communities.

We also welcomed many families to Little River for the two community outreach events held and funded by the Trinity Trust Grant. We held a wonderful Spring Fling in May and fun Halloween Trunk & Treat in October. The funds from the grant were designated for community outreach. Both events were very successful with 100+ attending in the spring and 300+ attending in the fall. Both of the events brought many families to Little River Church to enjoy petting zoos, a moon bounce, entertainment, games, and treats. The events could not have been successful without all the planning from staff and church volunteers to make both of these well attended and very fun events happen!

Once again, as I go into my sixth year here at Little River—working with each of you makes my work a joy! Scheduling meetings and events on the church calendar, setting up Zoom links, and greeting all who come by the church for classes, meetings or just to say “hi”—all of it has made me so glad to be a part of the Little River staff team and community.

Our monthly newsletter team still rocks it every month to help fold and seal the newsletters. It makes the task easier and much more fun with all of you who faithfully come in to fold and seal the 200+ newsletter mailing. We so appreciate the time you have given, some of you for many years, to the newsletter mailings. Thank you all so very much!



What can I say about our staff team? Our weekly staff meetings give us time for personal connection and planning of church projects and schedules. Since we all have different work schedules, it is always a pleasure to have our Tuesday afternoons to touch base and connect.

We are so happy to welcome Chris DiMascio as our new full-time Building & Grounds Manager. Chris also came in hitting the ground running and hasn’t slowed down yet! So glad to have Chris on board and part of the staff team!

Craig and I have established a steady and capable management of church communications. Coordinating together the various formats of information for the *Current Tidings* Friday email, Sunday worship bulletin, *Current Reflections* newsletter, website, and social media. Yes, we drink lots of coffee and get it done with teamwork, and of course, a lot of humor!

Thank you, Little River Church community, for your patience, support, kindness, and friendship!

Communications & Music

Craig Stapert

The dual role of communications and music, I like to tell folks, provides Little River some economies: I don't have to email music for the bulletin to anyone, and I have a long-range idea of upcoming events and services that speeds planning. It also, on the flip side, lets me add layers of frosting and sprinkles (descants, faux bourdons, fancy fliers, anyone?) to cupcakes that are already tasty.

Working directly with the Sanctuary Choir and the Handbell Choir are perpetual delights. We have a lot of fun, stretch ourselves musically and mentally, and provide near-weekly worship leadership in music. While selecting anthems that fit the season and the scripture (and, we hope, the sermon!) is rewarding, presenting larger works provides an opportunity for focused study, development of new or lapsed skills, and a sense of accomplishment. In 2023, the Sanctuary Choir sang the *Solemn Mass* by famous organist Louis Vierne in Lent. In Advent, at the urging of several choir members, we revisited Antonio Vivaldi's *Gloria*. To be honest, I took it as a challenge to find new things in the score or to highlight unexpected motifs to keep it fresh. For example, consider the soprano's 4-3 suspension in measure 6 of the "Gratias Agimus Tibi" (borrowed, in full disclosure,

from another performance).

Each year I must give thanks for the support of Little River for guest musicians, and 2023 was no different. The *Gloria* was supported by a string quintet along with our own trumpet, oboe, and organ players. Earlier in the fall, to perfect a lovely contemporary anthem, *Shalom*, Kelly Cho joined us on violin and provided more of those



"sprinkles" throughout the service on the prelude and hymns.

Our own members play frequently, and I am grateful to Amanda Halstead, Tracey MacDonald, Brian MacDonald, Robin Petrusak, Jody Walker, and Jessica Sammis Nilles. Our youth have also been active musicians: cello, piano, ukulele, flute, as well as percussion and Orff instruments and singing. Thank you!

My colleague in crime, Ashton Streavig, impressively leads the Salt of the Earth and Joyful Noise choirs, conducted the brass at Easter, filled in with the sanctuary choir, and substituted for me while I was on vacation. Her talents are nearly endless, and I

am delighted she has enough singers for the first time since COVID to present a musical in Lent 2024.

I also continue to enjoy contributing to the liturgical life of Little River beyond music. As the longest serving current staff person, I get to remind us of traditions such as the candle lighting for All Saints Day, the crèche and Advent wreath, palms for the

procession on Palm Sunday, candles for the Seven Last Words on Good Friday, and, yes, how far down the hallway do Mary and Joseph and the magi move each week in Advent.

On Palm Sunday, I got to organize the "scripture chorus" for the Passion narrative, and a few weeks later guest preacher Karen Byrne requested a similar reading of the Creation account; I don't think we'll forget the booming, disembodied voice of God that morning!

Collaborating with ministers and guest preachers also feeds my creative side. On the Baptism of Jesus Sunday, Pastor Art and I worked a "Remembering Our Baptism" into time with children, assisted by fronds to asperge (or sprinkle) the congregation. For MLK Day, we presented Pastor Art's play about King and Bonhoeffer; this re-imagined the chancel space and stretched our media team. Building Native American music through

worship for Indigenous People's Day and music (organ, choral, and hymns) from around the globe for World Communion Sunday grows our musical appreciation as well as our being citizens of a single Earth. Sometimes the collaboration is more roasting: for Pastor Art's final Sunday, the music included *Two Trumpet Tunes from "King Arthur"* and "How Great Thou Art," as well as favorites "Leaning on the Everlasting Arms" and "Siya-hamba." That service concluded, still online, outside at the Table the Scouts created for a worship space.

Speaking of which, the media team continues to grow both in numbers and in talent. More complicated or creative services no longer surprise or trip up our volunteer team—some even cherish those services!—and including slides of books for Time with Children or prerecorded portions of liturgy or sermons (Sallyanne Harper, Professor Maulana Karenga, Ms. Helen Beebe, and the late Fran DuRocher all come to mind). Our online community has continued with strength and with time-to-time members as folks travel or just want a Sunday morning at home. We took full advantage of this with a virtual-only service for Advent IV so we could all gather later in the day to celebrate Christmas Eve.

During 2023, Jay Shackley came on board as communications assistant. His primary duties focused on leading the media team every Sunday and providing technical expertise for audio and video; refreshing the website post-COVID and with the arrival of Pastor Shelli; and bringing life to an active social media presence for the church. If you think back, Jay took our Facebook and Instagram pages from reminding the world that we have

a sermon every Sunday morning to showing all the ways LRUCC is active in ministry and being Christ's hands in our community. Jay excelled at all of these, and his work on the media team and social media will continue in 2024.

Jay (and his father, Ken Shackley) have also been key to including the online community in events in the social hall: the Lenten series, Pastor Art's farewell, and the Spiral Walk-focused service, to name a few. Running cables, a little soldering, lots of testing, learning how far the wireless



mics reach, not to mention running cameras and audio (thanks, Dave Shepherd!) are all key to keeping our Little River community all together, whether in-person or online.

Communications is a team effort, with the Communications Committee, Jay, and, of course, Kathy Heyman providing constant and high quality input and execution. We printed and mailed seven issues of *Current Reflections*, maintaining a balance of editorial content, long-range event announcements, and colorful and photo-rich coverage of recent programs, services, and ministries—along with regular updates on building and grounds issues and the work of the committees and boards. We also sent weekly e-communications (*Current*

Tidings), e-mail alerts as needed, and service reminder e-mails.

Soon after Shelli's arrival, we started producing two versions of the bulletin. One, the "bulletin," contains the order of worship, announcements, calendars, and music. The other, the "missal," contains all the scripture passages and words for the liturgist as well as generous hints for the video and audio operators at the media team so we (almost) never miss a shot or a word. If you ever see a copy lying around after a service, take a look at what goes on behind the scenes.

Working closely with committees and committee chairs has also enhanced LR communications this year. Whether confirming talking points for a Moment for Mission, printing posters, updating the bulletin board, or helping design the materials for the stewardship campaign or the Trunk or Treat event, it is an honor to contribute to Little River through design, content, photography, advertising (especially Spring Fling and Trunk or Treat), and electronic outreach.

Also on the creative side, Pastor Shelli has been a champion of fresh, current exhibits on the walls of the main hallway and of regular communications on bulletin boards. This is especially true of the strategic planning exhibit in the social hall and the rotation of banners on Little River Turnpike.

I know I've omitted many exciting and worthy parts of 2023 (such as the return of the Steinway piano and exploring new hymns and composers!) and I fear lest I've not mentioned vital partners. But know this: I am grateful for the opportunity, for the work, for the collaboration, and for all each of you bring.

Deacons

submitted by **Caroline Labbé**

Michael Alt, Sofia El Khamlichi, Caroline Labbé (chair), Carolyn Yocom, Bruce Summers, and John Holley

Calendar year 2023 was a busy year for the LRUCC Board of Deacons. No one on the Board felt able or ready to take on all of the responsibilities and time commitment to serve as the chair for the year after Drew Nettinga's term ended at the 2023 Annual Meeting, so some of us agreed to rotate the duties monthly.



In January 2023, LRUCC continued with Interim Senior Pastor Art Cribbs in the pulpit. Hybrid worship continued throughout the year, allowing people to continue worshipping via Zoom if unable or unwilling to attend in person. The Board of Deacons continued to hold Zoom meetings at 7 P.M. on the first Tuesday of each month, with a couple of exceptions. In 2024, we will continue to meet on Zoom, but our meetings will change to 7:30 P.M. on the first Monday of the month (second Monday for January and September due to holidays).

In February, Kathleen Styles and Rich Dodenhoff coordinated a successful Shrove Tuesday Pancake Supper for the congregation. Rich made

his popular chocolate chip pancakes, as well as chip-free pancakes. This had been a very popular event before the pandemic. It was great to revive this fun event.

For Lent, the Deacons purchased "A Sanctified Art" Lenten resources for people to use at home. LRUCC held a hybrid Ash Wednesday service. In addition, we held a series of Lenten lunch discussions following the worship service on three Sundays during March. The lunches featured homemade soups, provided by volunteers, as well as bread. Tables were provided with discussion questions. Discussion leaders spoke, then facilitated a discussion following the meal. Zoom participants joined in the discussions. Communion, featuring pre-packaged elements, was included in all of the worship services during Lent.

For Holy Week, LRUCC offered hybrid Palm Sunday, Maundy Thursday, Good Friday, and Easter services, supported by the Deacons. We also offered an in-person only Sunrise Service on Easter morning, thanks to Chris Weakley's able leadership.

At the end of April, the Rev. Dr. Shelli Poe visited for the weekend to meet the congregation and preach, followed by a Congregational Meeting during which LRUCC members joyfully voted to call Shelli as our new Senior Pastor. The Board of Deacons is very grateful for the hard work and dedication of the search committee.

The deacons helped with the Spring

Fling community outreach event in May. The event, funded by a Trinity Trust Grant, brought hundreds of visitors to enjoy games, activities including a petting zoo, and food trucks.

We celebrated Interim Senior Pastor Art Cribbs's last Sunday with us on Sunday, May 21, with his final worship service and a farewell picnic featuring some of his favorite foods. The deacons thank Pastor Art for his leadership during the two-and-a-quarter years he served LRUCC.

After discussions in May that included off-board deacons, we resumed the practice of communion by intinction in June. During the year, we have worked on updating the former instructions. In addition, we have decided that here at LRUCC, communion servers do not need to be ordained deacons. Pastor Shelli holds practice sessions at 9:30 A.M. on Communion Sundays for communion servers to ensure that they are comfortable with their role in offering the sacrament of communion.

We celebrated Pastor Shelli's arrival on Sunday, June 11, with a welcome meal of tacos and potluck foods after the worship service. Shelli jumped right into ministry here at LRUCC. She marched in the DC Pride Parade as part of the Potomac Association contingent, along with two other LRUCC members who carried LRUCC signs and rainbow "It's Just Love" signs on June 10, the day before her first Sunday.

Open and Affirming (ONA) Sunday was celebrated on Sunday, June 25, with a number of participants involved in various elements of the worship service.

Over the summer, Pastor Shelli and the deacons discussed using more inclusive versions of the Lord's Prayer during worship. Several different versions were used during the worship service, one Sunday at a time, over the course of the summer. Members and friends of the congregation were invited to vote for and rank their favorite versions, including the original version in use at LRUCC prior to Pastor Shelli's arrival. After seeing the mixed results, including some whose top choice was the original version, Shelli and the deacons decided to rotate among the top-ranked versions during the liturgical seasons of the year, using the original version during Lent, and the most popular inclusive versions during other seasons.

We bid farewell to long-time members and church leaders Dave and Jan Curtis on Sunday, August 20.

In early September, we celebrated Rally Day and the start of the new church school year with a festive baked potato bar. Many thanks to Kathleen Styles, Rich Dodenhoff, and everyone else who helped make this shared meal a success.

The deacons recruited many helpers from the congregation for three memorial services. Susan Crandall's service was on Saturday, September 9. Fran Durocher's service was one week later on Saturday, September 16. As I write this, Dee Collin's service is scheduled for Saturday, January 13, 2024. Many thanks to everyone in the congregation who assisted the deacons in greeting, ushering, bringing food, and helping to set up, serve, and clean up for the receptions.

The deacons participated in the

community outreach Trunk or Treat event on the afternoon of Sunday, October 29. Carolyn Yocom and Caroline Labbé ran a popular pumpkin-painting event, while John and Karen Holley decorated their car and dressed up to hand out treats along the row of trunks. Like the Spring Fling, this event was also funded by the Trinity Trust Grant. It also drew hundreds of visitors to LRUCC.

Guest preachers in 2023 included Al Fuertes, Karen Byrne, Chris Weakley, Jerry Foltz, and Drew Enze.

The Board of Deacons voted to sponsor the revived Open and Affirming Ministry. We also voted to financially support the meals that members of the congregation are providing for GMU student members of the ARISE Campus Ministry led by Drew Enze.

During Advent, the Board of Deacons purchased the lovely "Maya Angelou and the Freedom Poetry of Advent" resources, proposed by Pastor Shelli, from the Salt Project for use during Sunday worship and for people to use at home.

With many thanks again to Amy Mireku, Pastor Shelli, John and Karen Holley, Carolyn Yocom, and Bruce Summers, the deacons held a hybrid Bereavement Tea and Blue Christmas service for members and friends who had lost loved ones during the year.

The Blue Christmas service was open to everyone who might be in need of comfort during the holiday season. In addition to organizing the event and sending out invitations, Amy and her family also prepared and delivered tea boxes to some of the virtual attendees, while Shelli delivered additional boxes to residents at Greenspring Village later in December.

Christmas Eve fell on Sunday this year, so the deacons supported offering a pre-recorded fourth Sunday of Advent service on YouTube on the

morning of December 24, followed by a joyful hybrid Christmas Eve Service at 5 P.M. that included the baptism of Miller Owen Ward, the great-grandson of longtime members Owen and Meg Thomas. Owen Thomas participated as an off-board deacon, since he had been an LRUCC deacon for many years.

The deacons continue to struggle to find worship volunteers. We continue to need ushers, and, normally on the first Sunday of the month, Communion servers. Last year Drew Nettinga had hoped to restart the ushering teams, but to date, not enough people have been interested. We also continue to need recorders for Thanksgivings and Concerns. Carrie Douglass and Ellen Wertman would both really appreciate it if others would join them in volunteering for this important task. Please also consider volunteering to usher and to serve communion.

Pastor Shelli set up a community care team to assist her with calling, visiting, and sending cards to people in need of prayer and friendship. This is a very small team that could use more members. Please consider volunteering to join the team to ease Shelli's burden as a solo pastor caring for a large congregation.

Thanks to Kathleen Styles, the coffee teams are running smoothly. Everyone enjoys fellowship over coffee or tea in the social hall following worship. The coffee teams can always use more volunteers. Join a team, or join the list of substitutes. It's a fun way to get more involved in the life of LRUCC.

Finally, many thanks to the small but mighty group who make up the Board of Deacons! We look forward to new members joining us in February. We are grateful to Steve Wheelock for agreeing to join us and to represent the deacons on the Strategic Planning Committee in 2024.

Outreach and Social Justice

submitted by Jean Wheelock

Roy Brooks, Emily Leary Chesnes, Lolly Easley, Jody Gundrum, Tom Johnson, Jean Wheelock (chair), Nadine Zing

Why should you read this report?

Multiple choice:

- A. It contains information on how your offering money has been spent to further our ministry in the world.
- B. It summarizes activities throughout the year of BOSJ, which is comprised by members for whom you voted.
- C. It tells you what BOSJ stands for.
- D. All of the above.

costs of participation, by members or friends of the church, in mission projects....”

January: The Justice and Witness Action Network (JWAN) of Virginia, UCC Potomac Association, voted to continue to work on elimination of solitary confinement as well as advocating for the proposed constitutional amendment to remove the same sex marriage ban from the Virginia Constitution. The constitutional

amendment was not supported by the governor or the House of Delegates; there were some positive changes in the effort to curb solitary confinement as a practice in Virginia prisons.

February: Gay Gardner arranged

for Kevin Williams and his mother Chrisdeon Cofield to speak during the worship service on February 26 about the trials of solitary confinement in the Virginia Department of Corrections. Although solitary confinement has been abolished, forms of it remain today to the detriment of those confined in Virginia prisons. The heartfelt testimonies of Mr. Williams’s and Ms. Cofield’s were moving and may provide impetus in efforts to provide legislative solutions to this problem.

March: The One Great Hour of Sharing offering was collected March

19. OGHS “supports the disaster, refugee, and development ministries of the United Church of Christ within Wider Church Ministries.” Little River has a long history of being “Five for Five” in the offerings of the church, which includes four special offerings and Our Church’s Wider Mission contributions.

April: The Easter offering was again used to fund a Rise Against Hunger meal packaging.

May: Postcarding under the aegis of JWAN continued for the primary election. Fifteen people drafted 520 post cards to Chesapeake minority voters, encouraging them to vote in the primary election. The Center for Common Ground is the non-profit that provides the text, names, and addresses.

A few members attended a showing at the Angelika Film Center of *Gabby Giffords Won’t Back Down*. Ms. Giffords and Mark Kelly have worked tirelessly to promote gun safety in the U.S. since her near-fatal injuries as the result of a shooting.

Another special offering of the UCC, Strengthen the Church, was collected on May 28. The offering supports the work of our Central Atlantic Conference and the national UCC. The offering funds leadership development, youth and young adult ministries, and new and renewing congregations.

June: BOSJ assisted the Honeysett family during the coffee hour on June 18 for the UCC Open and Affirming



From Little River UCC’s constitution: “The Board of Outreach and Social Justice shall oversee the outreach ministry of the Church, shall organize the outreach to the local community, nation, and the world, and shall make recommendations for missionary apportionments and the allocation of benevolences. The Board shall promote social justice by engaging the congregation in meaningful dialog, mission work, and faith-based action....shall also oversee the use of the income from the Thelma Morris Fund which shall be used to pay the

Sunday. There was an array of rainbow colored foods, and BOSJ purchased some UCC pins celebrating LGBTQ+ people and distributed them during coffee hour.

July: Carter Wilbur brought *The Hunt*, a Cypriot-produced short film with biblical and LGBTQIA+ issues on August 6. The showing was attended by about 25 in person and several more by Zoom. *The Hunt* is a haunting portrayal of a father whose gay son presents an extreme moral dilemma for the father, reminiscent of the Abraham and Isaac story in our Christian Bible.

The Board sponsored backpacks for students for Second Story and Neighbor to Neighbor. We collected 22 backpacks for N2N (with no supplies) and about 20 more backpacks filled with supplies for Second Story.

September: Eighteen people sent 650 postcards to encourage people of color to vote in the General Election in Virginia.

October: Rise Against Hunger was a wonderful intergenerational event on October 1 in which members and friends packaged 10,000 meals. We learned that the meals were sent to feed refugees in war-ravaged Ukraine.

Neighbors in Need, another UCC special offering, was collected on October 1 by UCC congregations, including Little River. One-third of the offering supports the Council for American Indian Ministry and two-thirds are used by Justice and Witness Ministries which provides grants to UCC churches and organizations. Other support goes to a variety of justice initiatives and service projects.

The Board participated in the Trunk or Treat on October 29 by staffing the ring toss on the witches' hats.

December: The Christmas offering was collected. Traditionally, 50 percent of the money goes to the

Veterans of the Cross, and BOSJ voted for 50 percent be designated for the UCC H.O.P.E. fund for international emergencies.

Additional News

A large effort of the board beginning in the fall is to coordinate the giving of gifts to three centers: ACCA Child Development Center, Main Street Child Development Center, and Shaw Community Center. This involves printing out tags with each child's wishes, collecting signups, sorting, and then delivering the gifts to the three centers. A special thank you to Lolly Easley for coordinating this effort. We breathe a sigh of relief when all tags are accounted for! This year we were particularly pleased to have the church return to a separate service on December 10 participating in the ages-old story of the magi presenting gifts to the newborn Christ child. The congregation generously supported gifts for 50 children from Main Street Development Center, 75 from ACCA Child Development Center, and 29 from Shaw Community Center.

The benevolences from the Endowment Fund money for 2023 (\$10,400) were approved by the Church Council in the amounts of \$3,000 to F.I.S.H., \$3,000 to Faith Alliance for Climate Solutions (FACS), \$3,000 to Second Story, \$1,000 to Congregation Action Network, and \$400 to Virginia Center for Interfaith Public Policy. The benevolences from Little River's annual budget were voted on by BOSJ and dispersed to the following: \$1,000 to Fairfax County Public Schools for the Restorative Justice program, \$750 for Neighbor to Neighbor, \$3,000 to F.I.S.H., \$3,000 to FACS, \$3,000 to Second Story, \$200 to Virginia Center for Public Policy, \$1,000 to Black Church Food Security Network, and \$1,000 to Friends of Guest House.

In addition to other activities, we

need to highlight Neighbor to Neighbor, in which we participate with three other churches: Peace Lutheran, Ravensworth Baptist, and John Calvin Presbyterian. Janet Parsons Mackey is our driving force in this effort to assist in outreach to Afghan immigrants. Those Afghans who arrived in the evacuation have become more assimilated into the wider northern Virginia area and now gather (along with newcomers) for informative workshops. The group is establishing a 501(c)(3) organization, led by Afghan colleagues with the support of representatives from the four churches. If anyone is interested in assisting in tutoring, English classes, or developing a relationship across cultures, contact Janet Parsons Mackey.

Fair Trade has continued to offer chocolate, coffee, and Palestinian olive oil for sale on various Sundays. While it falls under BOSJ's umbrella, the volunteers order products and respond to the congregation's wants. A basket was available in November to collect additional offerings to support a hospital in Gaza that was bombed during the Israel-Gaza war.

We continue to recruit volunteers for phone captains and drivers for F.I.S.H., and keep an eye on the food pantry. The board has discussed whether the food pantry is where we should put our money and time as a church, but we are deferring action until strategic planning has taken place.

A special thank you to Emily Leary Chesnes for being assistant chair this year and providing essential backup. The chair also wishes to thank everyone on the board for helping with this important work of our congregation and the church of Jesus Christ. I have learned in my first term that BOSJ is a very busy board. If anyone is nudged by God (to use a phrase of Janet Parsons Mackey) to join in this work, contact Nominations and Appointments.

Christian Education

submitted by Karen Kleiber

Pam Binninger, Carolyn Johnson, Karen Kleiber (chair), Amy Mireku, Lisa Page, and Joanne Zellers

Frequent participants: Gail Perry, Lolly Easley (representing BOSJ), and Jane Hooper

Faith formation is thriving at Little River. With 2022 being a year of renewal, 2023 has been a return to full programming with many new families and adult participants.

Adult Education

- **Antiracism:** In the spring of 2023, four members of LRUCC participated in the Confronting Whiteness course with Ravensworth Baptist Church. The Board of Christian Education (CE) supported this by paying half of their fees from the Ralph Wands fund. The four participants shared their learning during a coffee hour discussion on June 4. About 20 members participated in the course that Pastor Shelli led about *How to be an Antiracist* during the summer of 2023. Currently the CE board is supporting the development of the Antiracism Ministry and has approved \$5,000 from the Ralph Wands fund as a stipend for Pastor Darryl! Moch for his consulting services in 2024.
- **Monday Morning Religious Studies Class:** The Monday Morning Religious Studies class successfully hosted weekly les-

sons and discussions in a hybrid format in 2023. In January 2023, CE approved and purchased *The Fall of the Pagans and the Origins of Medieval Christianity* from Great Courses. The Mon-



day Morning class has enjoyed this course as well as the Buddhism course and others in 2023.

- Pastor Shelli meets monthly with the Progressive Christian Fellowship at Greenspring and attendance has been 10–15 people.
- Pastor Shelli provides adult Christian Education through

her Tuesday Discussions, offered quarterly on Tuesday evenings. This summer, she offered a course on *How to be an Antiracist* that incorporated Black Theology. This fall Pastor Shelli offered a course on Feminist Theology. She will begin Womanist Theology in January 2024.

Church School

2023 Church School Teachers: Karen Kleiber, Carolyn Yocom, Heather Shackley, Jane Wallace, John Mingus, Natalie Stapert, and Gail Perry.

A special thank you to Pam Binninger, Susan Kennedy, and Ashton Streavig for filling in when needed!

- We utilized a “one-room school-house” approach in the summer of 2023, which meant the nursery, elementary class, and youth class all met in the same room to ensure that safe church guidelines were always followed.
- With Pastor Shelli’s support, CE developed a continuum of Christian education from nursery through confirmation and beyond. Each Sunday, we offer Godly Play in the nursery, an elementary class for grades 1–4, and a youth class for grades

5–12. Our elementary class averages about 6–7 students per week and the youth class often has around 10. Pastor Shelli is teaching a confirmation class weekly for a group of youth in grades 8–12.

- CE hired Mia Morgan in August 2023 to join Yris Saenz in the nursery. Yris and Mia offer childcare from 9:30 A.M. to noon on Sundays and during special events. It's wonderful to see the nursery operating again, and there are usually 2–4 children on Sundays.
- In the fall of 2023, CE provided Bibles to 12 children and youth. CE will work to maintain a regular schedule of giving Bibles to new babies, children in PreK/K, and children in 3rd and 4th grade. CE would also like to provide Bibles to our youth, and that is in the works for 2024.
- In November 2023, *Seasons of the Spirit*, our long time elementary church school curriculum, was discontinued. The elementary teaching team has evaluated curricular options suggested by Pastor Shelli, and will begin teaching lessons from Progressive Christianity's Joyful Path curriculum on January 7, 2024. Funds from 2023 have been used to purchase curricular materials.
- The LRUC Youth group for youth in grades 7–12 is continuing to get established and build connections among the youth. This year the youth group has participated in Rise Against Hunger, the Trunk or Treat event, and participated in a laser tag outing. The youth will continue to gather once a month to build community.

Trustees

submitted by Robin Petrusak

Lynn Daft, Nancy Hall, Bill Huddleston, Robin Petrusak (chair), and David Roach

Board of Trustees Responsibilities

The Board of Trustees portfolio of responsibilities include: care and management of our building and grounds; church office operations and equipment; building and grounds security; use of the church building and sanctuary (in consultation with the Board of Deacons); and church finance and budgets (in partnership with the LRUC finance team).

2023 was an extraordinary year; Rev. Shelli M. Poe was called by the LRUC congregation to be just the fourth settled pastor in LRUC's history. For the Board of Trustees that meant additional projects to accomplish including sprucing up the building and grounds; helping Pastor Art move out; setting up Shelli's office; and supporting all the special church events around our pastoral transition.

Building and Grounds Manager

In March, Little River church bid farewell to our sexton Nicole Renzo when she moved to Blacksburg, VA, and the search was on for a new building and grounds manager. Bill Huddleston stepped in as an interim building and grounds manager from March through early October, admirably managing the ongoing maintenance projects, ongoing fire alarm system installation work, and the transitioning of senior pastors. During his tenure, Bill undertook a major cleanout and refurbishing of the downstairs storage rooms, sexton office, and boiler room/

workshop (which now includes a rain-bow flag-themed tool storage system!)

On September 25, Chris DiMascio joined the staff of Little River UCC as full-time Building and Grounds Manager. Chris's first Sunday at Little River was October 1. His first week here was especially eventful with fallen tree issues, sprinkler system inspection, pest control, and support for church events. Chris has more than 30 years' experience in facilities and grounds maintenance including military housing at Quantico and facilities and housing at the Navy Yard, Naval Research Lab, Naval Observatory, Annapolis, and Bolling Air Force Base. Prior to joining the LRUC staff, Chris worked from 2009 as Engineering Manager at the Vinson Hall continuing care retirement community in McLean, VA, where he was responsible for all phases of maintenance for a five-building campus. Chris is skilled in electrical and plumbing work for home construction and remodels and has certifications as an HVAC technician and for preventive maintenance of building systems.

Building Improvements in 2023

- In June, the solar screens were installed in the sanctuary. This was the happy conclusion of a nearly yearlong effort to replace the old and deteriorating draperies. The fundraising effort for the sanctuary solar screens was a great success! The total cost of

the project was \$21,579, which included \$4,626 for the electrical work and \$16,953 for the screens. Members of the congregation generously donated \$16,355. The balance of the total cost, \$5,244, was paid from a grant from the Endowment Fund, which was approved by the congregation at the Annual Meeting in February 2023.

- Also, during the summer, \$1,500 in expenditures from the Capital Expense Reserve were made to pay for a TV monitor in the narthex, plus cables, mics, and other equipment to enhance online streaming of worship, as well as provide overflow capacity for persons seated in the narthex to view and hear the worship service.

Building Maintenance

Compared to the previous year, 2023 was a much easier and significantly less costly year for repairs and major equipment replacement. Following is a list of major building repairs and maintenance projects completed in 2023:

- In January, defective ignitors and ionization electrodes were replaced on the church's two boilers for a total cost of \$858.
- Thermostats for the Social Hall and Rooms 7 and 8 were repaired. In July, the actuators for the sanctuary humidity control system were adjusted and the sanctuary thermostat was replaced. The total combined cost for these projects was \$1,029.
- The most significant maintenance project of the year occurred in June, which was replacement of the boiler pump assembly, pump motor, valves, and gaskets for the church boilers. The boiler pump assembly was

the original equipment, so it had served the church for almost 60 years. The total cost for this work was \$6,057 paid from the Major Repair Reserve.

- In October, the water supply line to the dishwasher failed very dramatically during Sunday morning coffee hour clean up. Fortunately, the dishwasher itself is fine. Only the water supply line needed replacement for a cost of \$318.
- A new cleaning and janitorial contractor, Clean Methods, started work in April 2023, cleaning both the Annandale Cooperative Pre-School and the church areas. This relationship is working well. Clean Methods has provided specialty spot cleaning where needed and stripped and waxed all the tile floors in the building in June.

Grounds Maintenance

- In April, the gravel drive, which was last refurbished in 2016, received much needed repair. Five tons of new gravel were used to fill the deepest holes, and the entire driveway was regraded. The work was accomplished for a cost of \$2,000 by Mowing and Towing, the company that mows



the grass on church grounds.

- Improvements were made to the Memorial Grove area with the addition of several new benches that were assembled by staff and David Roach, before the two memorial services in September.
- Dead and dying trees continue to be a problem on the church grounds. In October, five trees were removed by Fito and Sons, a new contractor for LRUC. One tree was a dead tree that fell in the parking lot, one was a dead tree in the playground, and the others were large dead trees threatening the parking lot, preschool path, and nature path. The total cost for all removals was \$5,800.
- In October, LRUC was awarded a Tree Protection and Preservation Fund (TPPF) mini-grant of \$3,000 for removal of invasive trees and vines. LRUC contracted with Residential Reforestation LLC for removal of Tree of Heaven (*Ailanthus*,

host for the spotted lantern fly) and porcelain berry vines on the church property. In November, Chris Mourlas of Residential Reforestation treated 12 *Ailanthus* trees on the church grounds with injected herbicide. It will take about 10–12 months for the *Ailanthus* trees and root systems to die, at which point they can be removed. Porcelain berry vines will be treated in June/ July 2024.

Fire Alarm Control Panel and Alarm System Upgrade

Work on the fire alarm system is nearing completion. Hopefully, the installation will be completed, the system tested, and an operating permit approved by the Fire Marshall in early 2024. The total cost is \$42,166 (\$38,520 from original April 2022 contract plus \$3,646 from July 2023 add-on required by the Fire Marshall). In April 2022, \$12,523 was paid as a down payment, so the balance due upon completion is \$29,643. The balance due will be paid with the current balance of \$8,391 in the Building Fund and \$21,252 from the General Fund of the church. (In August 2022, the Board of Trustees authorized the transfer of General Funds of the church to pay any balance due on the fire alarm system not covered by the Building Fund.)

Future Considerations

The following is a list of needs that have been under consideration by the Board of Trustees during the past 12–18 months.

- The carpet in the office/conference room area is worn, stained, and in need of replacement. The

carpet was cleaned in late 2021, and at that time, it was acknowledged that the carpet is overdue for replacement.

- In 2023, the Board of Trustees and other church members discussed ways to address the urgent need to expand the capacity of the memorial stone in the Memorial Grove. These



discussions are ongoing into 2024. The Board of Trustees will also explore options for landscaping the Memorial Grove to improve access to the site, address erosion, and improve the overall appearance. The goal of the discussions is to provide proposals for consideration by the congregation in 2024.

- The pitched, shingled roof experienced leaks in 2022 in the areas above the church attics. The leaks were addressed with spot repairs, and no further leaks were observed in 2023. However,

the shingled roof is reaching the end of its life span. The roof was inspected in 2021 and determined to have about 5 years of life remaining. If the church is also interested in future installation of solar panels, the roof would need to be replaced at the same time as a solar system is installed. Either a new roof or

solar panels would be a substantial investment by the church that would likely require external financing.

- The asphalt driveway and parking lot continue to deteriorate. The Board of Trustees sought estimates for repaving the driveway and parking lot in late 2021. There is a range of approaches and costs for repaving the parking lot and driveway and improving the side drainages, from approximately \$90,000 to more \$200,000. This would also be a substantial investment likely requiring outside financing.

The Board of Trustees

invites members of the

LRUCC community to share concerns and ideas about stewardship of the church's building and grounds. The church building and grounds are integral to the ministries and outreach of Little River United Church of Christ and together comprise the largest tangible asset of LRUCC. The current insurance valuation of the church is \$6,227,717. As part of the upcoming strategic planning process, the Board of Trustees will explore ways that our building and grounds assets might best support the mission and goals of Little River United Church of Christ.

Communications

submitted by Kathryn Hartzler

Hube Beckwith, Nancy Carey, Kathy Hartzler (chair), Jay Shackley (staff), Craig Stapert (staff), Deacons' Representative, Pastor (ex officio)

The mission of the Communications Committee is to help provide LRUC members, staff, friends, and the wider community with consistent and comprehensive information about all aspects of church life.

In previous years, Committee members were involved in some writing, editing, and proofreading tasks for church printed material as well as the website. These functions are now handled by paid staff—the Director of Communications Craig Stapert, and our Assistant Jay Shackley.

Some reserve funds in the Communications operating budget (approximately \$4,000) have been used to create a 9-month project for a Communications Assistant to be hired for a 20-hour-a-week job consisting of



When publicizing events like the “Spring Fling” and “Trunk and Treat,” Committee members have posted events to neighborhood listservs, to “Open Door,” and handed out flyers. We have advised Craig on banners to put out on the highway and also posters and flyers. Both “Spring Fling” and “Trunk and

being available every Sunday from 9 to 11 A.M. to work on the media crew, to work on the website to make it more modern and “outward-looking,” and to increase our presence on social media.

At a meeting Rev. Shelli attended, she told us she would like us to publicize other local events and also to partner with other organizations on various events. She told us LRUC’s goal should be to “Do good things and tell other people about them.”

“Treat” events were extremely well-attended—there were hundreds of people we have not seen at the church before!

There is also informal providing of information to fellow church members on letting them know that Craig requires explicit information on what is needed for each event—two weeks ahead for a small event and six weeks ahead for a large event.

Endowment

submitted by Joe Christiansen

Joe Christiansen (chair), Fran DuRocher, Sandy Miller, Brian Payne, and Steve Wheelock

The Endowment Fund market value increased substantially in 2023: from \$586,859 on January 1 to \$645,689 on December 31. Donations added to the fund totaled \$10,350, and expenditures were \$26,000. Note that the market value does not include \$9,000 that was mistakenly withdrawn in December. The withdrawal will be reversed in January, so the market value should be \$654,689. The net change, up about 11%, was in keeping with the stock market performance (Dow Jones up 12%). The Committee continues to believe that investing endowment monies in the stock market is appropriate for the long term.

In accordance with the Endowment Fund Policy, the Committee had determined in 2022 that \$26,000 would be available for use in 2023. At the 2023 Congregational Meeting in January, the Congregation approved using \$5,200 for the operating budget

(to be used by the Trustees), \$10,400 for outreach (to be allocated by BOSJ), \$2,600 to be used for scholarships (also allocated by BOSJ), and \$7,800 to be used for Innovative Ministry or Special Capital projects. At the 2023 Annual Meeting, the congregation decided to use the amount allocated for Special Capital projects, \$7,800, to help pay for new blinds for the sanctuary.

The blinds were paid for in June. The funds for the Operating Budget (\$5,200) were used in October. Also in October, BOSJ proposed using the scholarship funds for the UCC Pension Board's Ministers Financial Vitality Initiative (MFVI). After getting approval of the Church Council, \$2,600 was sent to the MFVI. In December, BOSJ proposed using the outreach funds to assist five local organizations. After getting Church Council concurrence, \$10,400 was disbursed in December.

The Endowment Committee recommends making \$28,000 available for use in 2024. In accordance with the Endowment Fund policy, \$5,600 should be used for the operating budget, \$11,200 for outreach (as designated by BOSJ), \$2,800 for scholarship (also designated by BOSJ), and \$8,400 for Innovative Ministry or Capital Projects. There are not yet any specific recommendations for the outreach, scholarship, or innovative ministry/capital project funds.

The Endowment Fund of Little River UCC continues to provide 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.

Membership

submitted by Camille Brooks, Membership Clerk

Membership (249)

After using the directory count of members from Realm, combined with the reported deaths, removals, and transfers through the letters sent out to inactive members as well as direct responses from members, plus the addition of new members, 249 is the most accurate member count at this point.

In addition to the 15 new members/transfers noted below, the church is anticipating the addition of new members in February.

Average weekly attendance (102)

- In-Person 76
- Online (Zoom sign on) 26
(Zoom count does not represent multiple family members attending for online worship service)
- Combined in-person and online average weekly attendance totals 102
- Average weekly attendance from January through May was 69 in-person and 28 Zoom.
- Average weekly attendance from June through December was 82 in-person and 25 Zoom.

Deaths (8)

- Barbara Wyman 1/5/23
- Pete Stephens 4/2/23
- Pauline Mangol 3/10/2023
- Fran DuRocher 8/5/2023
- Susan Crandall 8/9/23
- Bart Cochran 9/23
- Rena Bozarth 10/23
- Dee Collins 11/11/23

Memorials held at Little River (3)

- Barbara Wyman
- Susan Crandall
- Fran DuRocher

New Members/Transfers (15)

- Ruth Becker (by affirmation of faith)
- Abigail and Kevin Freeman (transfers)
- Delynn and Mark Hammell
- Ryan and Margaret Hanson
- Heather and Jacob Herskind
- John and Karen Holley
- Brian and Tracey MacDonald
- Shelli Poe (transfer)
- Andrew Stankevich

Removals/Transfers (76)

- Abraham, David and Elaine
- Adleson, Chris
- Banks, Alison and MacGregor, John Ryan
- Banks, Lucy
- Beckman, Peter and Jennifer
- Bell, Kevin and Amy
- Belling, Scott
- Bendery, Margo
- Bradeen, Steve

- Brown, Richard
- Chiu, Weihsueh and Cetina, Jill
- Craven, Mike (requested removal, attending new church)
- Diehl, Cherah and Michael
- Douglas, Erik
- Downs, Terry and Mary
- Erickson, Kenyon and Betsy
- Fall, Charles and Linda
- Farrar, Donna
- Fromer, David and Liz
- Gauch, Ellen (transferred to another church)
- Gilmore, David
- Gilmore, Kesha
- Ginsburg, Gordon
- Growitz, Deborah
- Hatcher, Miriam
- Hayes, Fala and Rainy Allen Hayes
- Helvajian, Roland
- Hunter, Bradford and Susan
- Kassabian, Gloria
- Kassabian, John and Carla
- Lohmeyer, Vivien (requested removal, lives out of area)
- Lowrey, Thomas
- Mahoney, Amy and Tom
- Maltese, Erin and Deborah
- Manley, Sydney and Hugh
- Marentette, Lenore and Kenneth
- Pastora, Selfi and Riker, Anthony
- Perkett, Bill and Doris (transferred to a new church)
- Phillips, Giyeon
- Porter, Christina and Adam

- Pripeton, Richard and Morris, Ellen
- Riley, George and Lee, Tracy
- Ross, Tom (requested removal)
- Shafer, Marilyn
- Shermeyer, Anna and Jacob
- Silva, Omega
- Smith, Jacob
- Stearret, David and Barbara
- Thomas, Karl and Junifer
- Thompson, Jason and O'Con, Scott
- Warrington, Heidi and Jeff (transfer to new church)
- Watson, Jeff and Christine
- Wilhelm, Becky and Timothy (Some spouses were not members.)

Unless noted otherwise, removals were due to no response to letters sent or to returned mail.

Music

submitted by Kathy McCrea

Kathy McCrea (chair), Brian MacDonald, Tracey MacDonald, Aaron Morneau, and Ellen Wertman; Craig Stapert (ex-officio), rotating Worship Committee members

The chief responsibilities of the Music Committee are to support the music ministries at Little River and to work with the Worship Committee to plan and conduct worship services throughout the church year. Specific activities in 2023 are described in the respective reports of the Director of Music and Communications and the Deacons, who oversee the Worship Committee, and do not need to be duplicated here.

Tracey and Brian MacDonald were appointed to the committee after the annual meeting, which made the committee fully staffed. The two committees met together throughout the year, essentially functioning as one body.

Several musical ensembles perform during the academic year from September through early June. These include the Sanctuary Choir, for adults; the Bell Choir, for people of all ages; the Youth Choir (also known as Joyful Noise) and the Children's Choir (also known as Salt of the Earth). Craig Stapert ably leads the Sanctuary and Bell Choirs while Ashton Strevig leads the Youth and Children's Choirs.

During the year, the Sanctuary Choir performed a *Mass* with organ and choir by Vierne on March 26, 2023 and on December 17, they performed Vivaldi's *Gloria*. In addition, on August 18, they performed a piece written by Hube E. Beckwith, as a farewell to Jan and Dave Curtis as



they left the Northern Virginia area to move to Annapolis, MD. At other services during the year, instrumentalists, both church members and paid guests from outside the church, played. Over the summer, Craig Stapert coordinated with various smaller ensembles to perform during the service.

An appraisal of the musical instruments owned by the church was submitted to the Board of Trustees to assist in ensuring that the instruments are covered should an unforeseen circumstance happen to them. The trustees are exploring insurance options.

As always, all of the ensembles would welcome the participation of new and returning members.

Nominations & Appointments

submitted by Ellen Wertman

Karen Flann, Amanda Halstead, Bunny Jones, Dottie Lamb, and Ellen Wertman (chair)

Resignations in 2023

- Board of Deacons, Sallyanne Harper, Class of 2024
- Board of Outreach and Social Justice, Ann Lingo, Class of 2024
- Board of Outreach and Social Justice, Cindy Fithian, Class of 2025
- Communication Committee, Hutton Easley, Class of 2023

Appointments in 2023

- Board of Deacons, John Holley, Class of 2026
- Communications Committee, Nancy Carey, Class of 2026
- Music Committee, Brian MacDonald, Tracey MacDonald, Class of 2026
- Stewardship Committee, Ryan Hanson, Class of 2025

Anticipated Number of Volunteers in Elected Roles for 2024

56 members will serve in elected roles in 2024:

- 37 people continuing terms and not on the ballot in 2024

- 11 candidates for renewed terms on the ballot in 2024
- 8 candidates for their first term on the ballot in 2024

The Nominations and Appointments Committee (NANDA) is responsible for appointing people to fill mid-term vacancies and securing nominations of individuals to serve as officers and on boards and committees who are then voted on at the annual meeting in January. This work is ongoing throughout the year, consulting with officers, chairs of all the boards and committees, and the Senior Pastor.

Under current church bylaws, the NANDA Committee should have 5 members appointed by the Church Council. We are currently understaffed, and we will lose another member in January 2024. As in previous years, committee members reached out to prospective candidates through email, conversations, and phone calls. In addition, committee members wrote several appeals, published in *Current Reflections* and in weekly church communications.

This year the committee worked on updating all the descriptions of each board and committee to include the task and time requirements for each group. We attended new member classes with the pastor to highlight opportunities for service to new members just joining the congregation. We consulted with our pastor, council leaders, and our greeters to seek out eligible candidates. With the help of our communications staff, we have updated the Leadership Roster and prepared the ballot of prospective volunteers for the Annual Meeting in January 2024.

The Committee is grateful for the many volunteers who devote many hours of service to support and carry out the ministries of our church. The Committee is always open to ideas and suggestions from everyone in our congregation to help further our work.

Stewardship

submitted by Barbara Lowrey

Carrie Douglas, Ruth Duncan, Ryan Hanson, Barbara Lowrey (chair), and Jennifer Planert

In 2023, the Little River Stewardship committee decided to use the national UCC stewardship theme *Because of You, Your Church Changes Lives* as its theme. The UCC provides a wide assortment of materials, including short messages that can be used as bulletin inserts. The committee received invaluable support from our new pastor, Shelli Poe. Her gathering and sharing information on all the programs offered by Little River provided the background for how Little River is affecting and changing lives. The committee decided to present its case by preparing a narrative budget that describes how we spend our funds on Worship and Music, Learning, Outreach and Social Justice, Caring for One Another, and Building and Grounds; several members were asked for quotations that described each category. With the critical assistance of our communications staff member, Craig Stapert, we prepared a brochure that included pictures of each of the cate-

*Because of YOU
Little River
Changes Lives*



We gather as Little River United Church of Christ to experience and express the love of God in Jesus Christ.

God's love changes lives. In faithful ministry, we share that love with our community and our neighbors. Here's how!



gories and mailed them to everyone on the church mailing list as well as emailing them to folks where possible. The brochure was also included in the

monthly newsletter. In addition to a sermon by Pastor Shelli, the congregation heard from Carolyn Yocom, Ryan Hanson, and Tracy McDonald on the importance of financially supporting the church. Pledge Sunday included a special dedication of the pledges as well as a celebratory luncheon.

After Pledge Sunday, regular announcements of the number and dollar amount of pledges have been made in the church bulletin. Thank you notes have been sent to all who have pledged. Thank you notes for other gifts have been written by Ruth Duncan; in 2024, the Endowment Committee will assume responsibility for acknowledging gifts to the endowment fund.

As of January 14, we estimate that the funds expected from congregational donations will be \$338,000; the number of identified giving units is 101.

Women's Ministry

submitted by Camille Brooks

Pam Binninger, Camille Brooks, Nancy Carey, Carrie Douglas, Karen Flann, Marilyn (Bunny) Jones, Barbara Lowrey, Jane Wallace (began December 2022), and Jean Wheelock

Structure/Mission

The Women's Ministry Team (WM) is a small group of women who gather 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, breakfast programs, women's retreats, meditative programs, the Advent Spiral walk, and a book group. The book group is open to anyone who is interested in attending, not only women, as are many of the other programs.

The Women's Ministry Team is open to all women of LRUCC who have an interest in our mission. The team welcomes pastoral support for its ministry.

2023 Programs and Activities

April 15: It's a Wonderful World! Earth Day Program (26 Attendees)

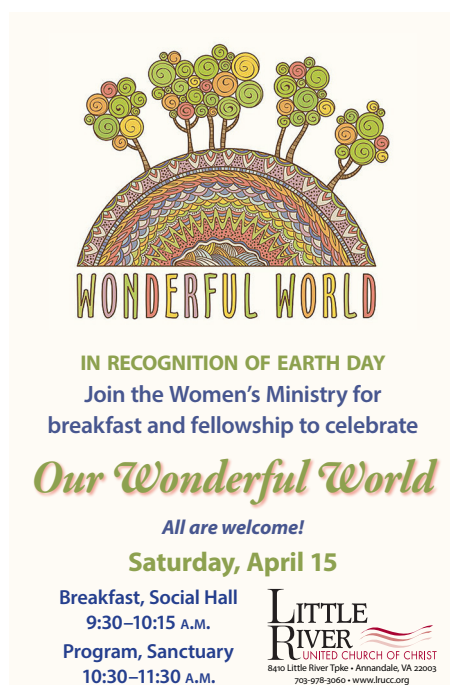
This hybrid program (in-person and on Zoom) open to all who wanted to attend, began with a light breakfast in the social hall with the program being held in the sanctuary. Steve Wheelock participated in leading participants through a responsive reading of the powerful and beautiful Haudenosaunee Thanksgiving Address, Greetings to the Natural World.

Little River UCC

The program continued with Scripture and poetry readings, a hymn, and a video and sing-along of Louis Armstrong's version of "It's a Wonderful World." This was followed by small group discussions focused on ways to preserve and protect the earth and our natural environment.

While recorded music played, participants were invited to light a candle, and then a video of Amanda Gorman reading her poem "Earthrise" was shown. The program ended with a Franciscan prayer from "Caring for Creation: 11 Nature Prayers for Earth Day" read as the benediction.

"Actions We Can Take to Care for Our Earth" was included with the handouts as well as places to find more information online.



WONDERFUL WORLD

IN RECOGNITION OF EARTH DAY
Join the Women's Ministry for
breakfast and fellowship to celebrate

Our Wonderful World

All are welcome!

Saturday, April 15

Breakfast, Social Hall
9:30-10:15 A.M.
Program, Sanctuary
10:30-11:30 A.M.

LITTLE RIVER
UNITED CHURCH OF CHRIST
8450 Little River Tpke • Annandale, VA 22003
703-978-3060 • www.lrucc.org

Annual Report 2023

August 6: UCC Climate Hope Intern at coffee hour

Pastor Shelli asked the Women's Ministry Team to support Jesse Dolan, an intern working with the UCC Climate Hope internship Program. Jesse asked members of our congregation to sign environmental petitions from the UCC. The Women's Ministry made sure there was a table set up in the choir area of the social hall for him. Many members signed petitions.

September 10: Rally Day

The Women's Ministry participated in Rally Day with a table and poster display at the coffee hour. The poster held many wonderful photos of past programs and breakfasts that WM sponsored. Bunny Jones is the unofficial archivist of the Women's Ministry, and we are grateful for her help in making a poster.

Karen Flann created, and made available at the table, a questionnaire asking members for feedback on ideas for future programs. WM got a good response.

September 17: Moment for Mission at the service

Pam Binninger, a long time Women's Ministry Team member, volunteered to talk about the Women's Ministry Team at the service. Pam spoke about the mission of WM nurturing fellowship and spirituality among Little River women and friends. She highlighted the different programs that WM sponsors; however,

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most importantly, she expressed the relationship building and the opportunities for meditative and quiet reflection WM sometimes offers, not only to the women of LRUCC but to all of the congregation.

October 29: Trunk or Treat”

Women’s Ministry members participated in the church and community wide Trunk or Treat held along a church driveway. Jane Wallace decorated her vehicle and Karen Flann assisted with giving out treats. Pam Binninger and Carrie Douglas oversaw one of the cornhole games in the church.

November 11: “What Feeds Your Spirit” (24 Attendees)

This Saturday morning program consisted of a generous continental breakfast and coffee. Attendees sat at tables of four, and there were discussion cards at the tables asking two questions: “What Feeds Your Spirit?” and “How can you say ‘No’ to things that deplete your spirit?” There were good discussions around these conversation questions but also time for socializing.

Pastor Shelli introduced the program and questions as well as information from Professor of Biology Paul Fitzgerald, Ph.D., at NVCC, the co-coordinator of the Annandale Center for Contemplative Practice (ACCP). During November, the center offered an online opportunity called “Put the NO back in NO-venber!” Participants received daily emails for the month about the joys and struggles of saying “no” and the importance of boundaries as a practice in self-compassion. Pastor Shelli thinks this could be a good collaboration going forward, and the Women’s Ministry Team will explore further.

Karen Flann handed out another revised survey continuing to ask for future event feedback.

December 3: The Advent Spiral, in the service and on Sunday evening

This year for the first time, the Advent Spiral that the Women’s Ministry Team sponsors and facilitates became a part of the first Sunday in Advent

lit at the center table with the large candle were used, and, while leaving the spiral, were placed on star markers on the floor. Quiet, meditative music played. Seven members participated in the evening spiral.

December 8 – Fran and Siggie’s donated ornaments

Craig Stapert and Pastor Shelli



Service. After hearing about the spiral, Pastor Shelli asked if the WM might consider doing the spiral as part of the service, and we decided to try this.

For the morning service, the congregation gathered in the social hall, listening to Scripture, poetry, and music. Groups were invited row by row to go the sanctuary to walk the spiral, lighting tea lights and placing them on stars on the floor as they approach the center table. People walked in family groups, in groups of friends, and as individuals. Children participated also.

The quiet, meditative walk in the evening was held from 4 to 5:30 P.M. Real candles held in an apple and

brought to the Women’s Ministry Team’s attention that there were a very large number of donated ornaments from Fran and Siggie, dear and deceased members of the church. After much discussion, it was decided to hang the donated Christmas ornaments on the tree at the church entrance, and on the second Sunday of Advent announce that members were invited to take an ornament home in memory of Fran and Siggie. WM with lots of help from Shelli placed all the ornaments on and under the tree. Many members did take one, and very few remain.

Book Group 2023 Organized by Women's Ministry

The book group's regular meeting time has usually been Sunday on the odd months of the year; however, the Book Group has had to change and adapt due to so many events booked on Sundays. Since not having the regular time on a Sunday after coffee hour, the book group's attendance has fallen off quite a bit.

The following books were read and discussed in 2023:

- March 21 - *This Here Flesh: Spirituality, Liberation and the Stories That Make Us* by Cole Arthur Riley led by Jean Wheelock (on Zoom)
- May 7 - *Braiding Sweetgrass* by Robin Wall Kimmerer led by Pam Binninger (hybrid with 14 attendees)
- July 9 - *The Twilight of Democracy: The Seductive Lure of Authoritarianism* by Anne Applebaum led by Kathleen Styles (5 attendees)
- September - *Less* by Andrew Sean Greer led by Judy Jacobs Miller (6 attendees)
- November 12 - *Women Talking* by Miriam Toews led by Caroline Labbé

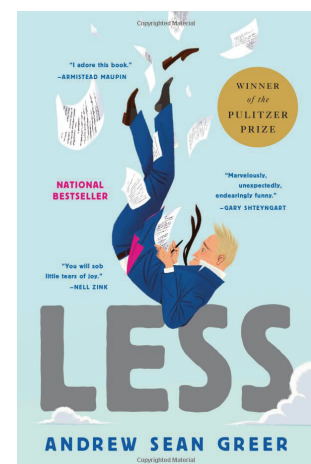
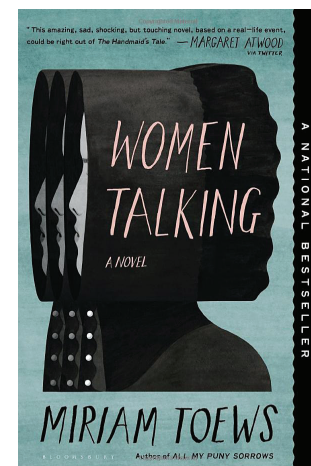
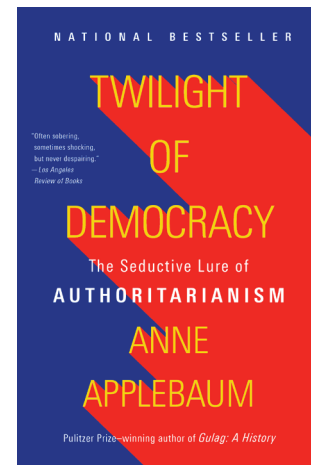
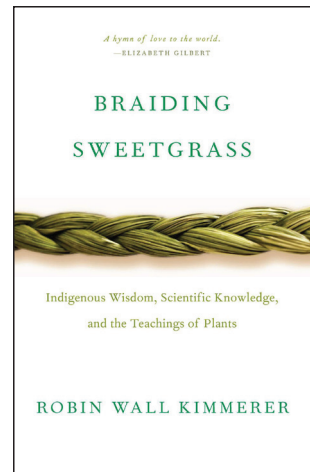
2024 Book Group

For 2024 the Women's Ministry Team has decided to approach the selection of books differently. The team will invite different groups in the church to choose a book for discussion based on topics the church is studying or in which there is interest. WM is still researching this with dates to be determined.

Looking forward to 2024

2023 was a very busy and productive year for the Women's Ministry. We were able to go beyond our mission of serving the women of LRUCC to serving the larger church. For 2024, the team is looking forward to sponsoring a Saturday morning Yoga class led by Abigail Freeman twice a month, probably beginning January 20.

The Women's Ministry Team is very grateful for Pastor Shelli's participation in WM and for our collaboration with her. She brings new ideas to the table. We look forward to 2024 as we continue our work and this collaboration.



Clerk

Rich Dodenhoff

I came, I heard, I wrote it down.

Meetings of the Congregation:

Congregational Meetings were held on February 5, April 30, and November 12 in 2023.

The January meeting constituted the traditional annual meeting of the congregation and included reports from committees and boards. Significant announcements and actions during the meeting included:

- The search for a new pastor was reopened.
- The membership section of the bylaws (Article VII) was amended to simplify the process of removing inactive members.
- The new Safe Community Policy was adopted.
- The endowment fund would provide the money to purchase new blinds for the sanctuary.

All nominees to serve on committees and boards were unanimously approved. The congregation approved the distribution of disbursements from the General Endowment Fund for 2023, and the 2023 Operating Budget was approved.

At the April congregational meeting, the Rev. Dr. Shelli M. Poe was called to serve as the congregation's senior pastor effective June 5, 2023 under the provisions in the call letter dated April 3, 2023.

The November congregational meeting was for informational purposes. The Rev. Poe discussed strengthening LRUCC's ties with the UCC Fredericksburg congregation and hiring their pastor, Rev. Darryl Moch, as a consultant to Little River's antiracism ministry. An update was given on the stewardship campaign, and a preliminary budget for 2024 was discussed.

All of the congregational meetings were held both in person and online.

Meetings of the Church Council:

Except for August, the Church Council met monthly during 2023. One additional meeting was held in each of the months of February and March.

Council met online for the most part but held three in-person meetings.

Flower Report

Ruth W. Duncan

As always, my thanks for the generous congregational support shown to flowers in 2023. Flowers were sponsored in 30 weeks, leaving 22 without direct sponsorship. Please continue with that solid support! I would be very happy to have more weeks directly sponsored, as I like the challenge of trying to make something specifically for an individual or family occasion or non-occasion.

For several years, I have been asking for assistance with the weekly business of assuring that Little River has fresh flowers each week. There have been no volunteers. Although I hope to be able to continue doing flowers myself for some time to come, we must face the fact that I'm not young any more. Perhaps it is time for the church to decide what should be done about flowers in the future, after me. Many churches rely upon florists to make and deliver arrangements for the communion table (or wherever) each week, delivered a day—or two—before Sunday.



Fortunately for Little River, Bunny Jones has continued her faithful care of the living indoor plants throughout the atrium, narthex, and sanctuary in 2023 as well as clearing away the dead stuff in my absence. Her care helps to keep our building looking nice. Thank you very much, Bunny!

Historian/Archivist

David Roach

The year 2023 saw both the beginning and the end of a special time at Little River. The year saw us saying goodbye to Pastor Art and hello to Pastor Shelli. We thank Pastor Art for the time he put in to make sure we were ready to receive a new beginning with Pastor Shelli. The Media Team continued to expand and is a big factor in the production of our services via Zoom as well as in person. The year once again brought several requests for information from

the archives, and we were able to research and provide the information. Throughout the year documents were added to the archives but we also began a purging of documents that no longer need to be retained. Maintaining records of worship bulletins, the *Current Reflections* newsletter, and bulletins of special services continued throughout the year. If you have any contributions to the history of the church, please contact me.

Scouts

submitted by Bill Huddleston

Scouts USA Troop 1532 and Cub Scout Pack 115: Bruce Summers, LRUCC Chartering Organization Representative; Bill Huddleston, Eagle Advisor, Troop 1532; Chris Dudding, T1532 Scoutmaster; Abe McAllister, Troop Committee Chair; Shannon Novack, Pack 115 Cubmaster

Troop 1532 Highlights –2023

As a component of the Youth Ministry programs at LRUCC, the church through the Board of Deacons is the Chartering Organization (sponsor) for Scouts USA Troop 1532 and Cub Scout Pack 115. Scout program years are equivalent to school years with the summer added for Scout Camps, High Adventure Camps, and canoeing, kayaking, bicycling, and other outdoor activities. Troop 1532 is now in its sixth program year at LRUCC.

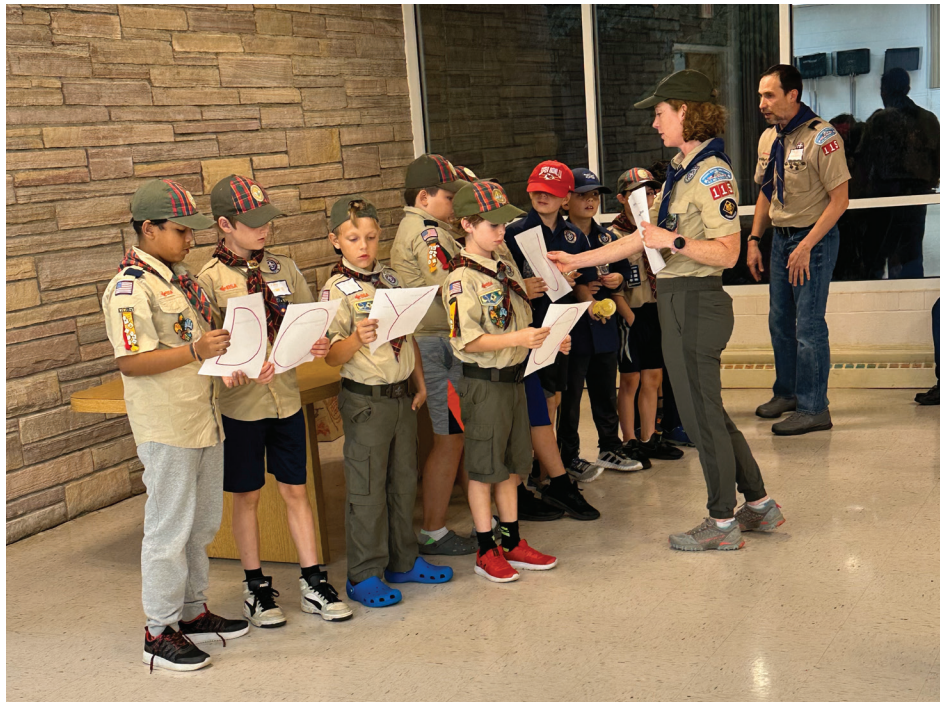
The Troop and Pack wish to thank LRUCC for being the Chartering Organization for both Troop 1532 and Pack 115, and they appreciate the continued support.

2023 was the first year since the pandemic that there were no limitations on the program activities, and both the Troop and the Pack had full and active program years.

In March of each year is when 5th grade Cub Scouts transition from Cub Scouts to Scouts USA. In addition to Cubs from Pack 115 “crossing over” to Troop 1532, Troop 1532’s reputation as a great troop continues to grow, and Cubs from Pack 1534 also joined

Troop 1532 in March 2023. In addition, several senior Scouts, who have friends in Troop 1532 and appreciated the level of Scout leadership and adult mentorship, have transferred in from other Troops.

Two Scouts earned their Eagle rank in 2023: Sean Conley and Eli Fugate.



Sean’s Eagle Project was the “Spiritual Nature Trail at LRUCC,” which is a quarter mile trail starting at the northwest corner of the parking lot, looping through the woods, crossing a stream, and ending at the LRUCC Outdoor Worship Area. Eli Fugate’s Eagle Project used a GIS mapping system to optimize trash pickup for a neighborhood in Washington, D.C. In addition there have been four additional Eagle Scout projects un-

dertaken in 2023, although the Scouts have not yet had their Eagle Boards of Review. One Eagle project was improving the trail at Camelot Pool to make it safer by installing solar lights; one was the building of an activity table including chess, checkers, and a memory game for an Annandale

Memory Facility; and one was improvements at the Hidden Oaks Nature Center.

Worship Related Activities

Scout Sunday is traditionally celebrated in February of each year, but in 2023 LRUCC celebrated it during April. The reason was to have the Outdoor Worship Area dedication included as part

of the farewell weekend for Interim Pastor Art Cribbs. Pastor Art’s name was also added to the Troop 1532’s Honor Plaque in the VIP Column as the Troop’s “COVID Pastor.”

At the September Court of Honor, Pastor Shelli Poe was welcomed as the new senior pastor and presented with a plaque from Troop 1532 highlighting the five years that LRUCC has been the Chartering Organization, and she was also given a Troop 1532 T-shirt.

Troop 1532 Outdoor Activities and Service Projects

The reason for the combined heading for this topic is that all Troop Outdoor Activities incorporate a service element—it's not just "Leave no Trace," but rather "Leave it Better Than You Found It!" Here's just a partial list of the Outdoor activities and service projects the Troop undertook in 2023: Annual Accotink Creek cleanup on MLK day—removed 500 pounds of trash; February Troop Ski trip to Ski Liberty; Scouting for Food drive; and the May New Scout Campout. Troop 1532 always participates in the LRUCC outdoor cleanup days.

Troop 1532 does not slow down during the summer; if anything, the level and duration of activities increases, including the annual week-long summer camp at Goshen Scout Reservation; sending a crew to the National High Adventure SeaBase; and the annual Troop 1532 High Adventure 50 Miler Canoe Trip on the Upper Potomac. The 50 Miler Award has a significant service hours component built into it, and this year, Tom Hall, the mayor of Bath, West Virginia, thanked the Troop 1532 Scouts at a Town Hall meeting for their service project benefiting Bath.

In December, the Troop participates in the Wreaths Across America Remembrance at Arlington National Cemetery, and it is one of only a few youth organizations that are given responsibility for a tractor trailer with wreaths at ANC (most of the 56 groups are adult groups). Between 5 A.M. and

noon, Scouts prepared, organized, and oversaw the distribution and placement of 3,845 wreaths at ANC.

Cub Scout Pack 115, Contact: Shannon Novack, Cubmaster

In Cub Scouts, 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)
- Fifth grade (Arrow of Light).

Fifth graders transition to the Scout Troop in the spring of their fifth-grade year, and the AOL Scouts joined Troop 1532 in March 2023 in the "Crossing Over Ceremony."

Pack 115 Activities

At the Cub Scout level, camping is done family style, and Pack 115 traditionally has a spring and a fall campout, including the fall campout at Burke Lake Campground and the

spring one at Lake Fairfax Park. In addition, older Scouts (Webelos and AOL) can go to Camp Ross at the Goshen Scout Reservation in July.

Each January, the Pinewood Derby is held, and also during the winter, the older dens go to for an overnighter on the USS Torsk submarine in Baltimore Harbor. The Raingutter Regatta boat race was held during the

fall. At Pack events, we had the honor of hosting guests from the Annandale Fire & Rescue Squad; for our October meeting we visited the Turner Farm Observatory in Great Falls. At Pack and Den Meetings, Cubs learned new sports, practiced healthy meal planning and cooking, sang silly songs, and tied lots of knots.

Pack 115 Service Projects

In service to their community, Cub Scouts participated in Scouting for Food, the LRUCC outdoor cleanup days, and Accotink Creek clean-up activities. In addition, Cubs from the Webelos and AOL dens participate several times a year in joint activities with Troop 1532 Scouts. This is designed to give the boys an opportunity to meet each other before the Crossing Over ceremony in the spring. Day hikes along the Accotink Trail and the Billy Goat Trail are examples of this.

Annual Mulch Sale

Troop 1532's annual and only fundraiser is the mulch sale held each March. The Troop thanks everyone in advance for their continued support of Troop 1532!

Treasurer's Report

Carolyn L. Yocom

Summary

As of December 31, 2023, Little River had available cash of \$174,591. The total value of investments was \$734,350 (book value), with a market value of \$1,050,230. Cash liquidity was strong this year.

Further strengthening the church were generous contributions from members and friends.

Little River ended its 2023 operating budget with a deficit of \$13,913. Our original budget anticipated needing to use \$40,000 in funds from previous years, so limiting this spending to \$13,913 is good news. Overall, we collected \$2,266 more than anticipated and spent \$23,756 less than budgeted.¹

	2023 Budget	2023 Actual	Net Budget-Actual
Income	\$612,012	\$ 614,278	\$2,266 over budget
Expenditures	651,947	628,191	\$23,756 below budget
Net Revenue/(Loss)	(\$39,935)	(\$13,913)	(\$26,022)

Sources of Income

Our sources of income are similar to prior years, with an increased focus on pledged and prepaid income. This is primarily due to the reduction in available grants since the end of the pandemic.

¹ The 2023 Operating Budget included a line item to pay the balance due on our new Fire Alarm system (\$18,500). This was not expended in 2023; thus, it is one important reason our expenses were less than budgeted.

Source	Amount	Percentage of Income
Pledged and Prepaid Income	\$520,720	82.89%
Other Income and Interest^a	33,958	5.41%
Building Use^b	28,350	4.51%
Grants	31,250	4.97%
Previous Year Funds	13,913	2.21%
TOTAL	\$628,191	100.00%

Notes: Excludes income from special appeals, fundraising, and gifts to endowment and other invested funds.

^a Includes non-pledged income, plate offerings, endowment fund transfer (\$4,800), and interest.

^b Includes rent and cleaning contribution from the Annandale Preschool and building use fees from other entities.

Areas of Spending by Calendar Year (CY)

Benevolence	CY 2021	CY 2022	CY 2023
Our Church's Wider Mission (OCWM)	\$20,000	\$ 24,000	\$26,400
Potomac Association	7,322	7,301	7,637
One Great Hour of Sharing ^a	7,135	4,655	6,270
Neighbors in Need ^a	7,230	3,835	3,902
Strengthen the Church ^a	1,345	2,491	2,598
Christmas Offering ^a	4,040	2,845	4,200
Easter Offering ^a	3,807	795	4,000
Deacons'/Pastor's Fund ^a	8,350	6,328	3,261
Board of Outreach and Social Justice (BOSJ) ^b	9,349	20,033	13,150
Total	\$68,578	\$72,283	\$71,418

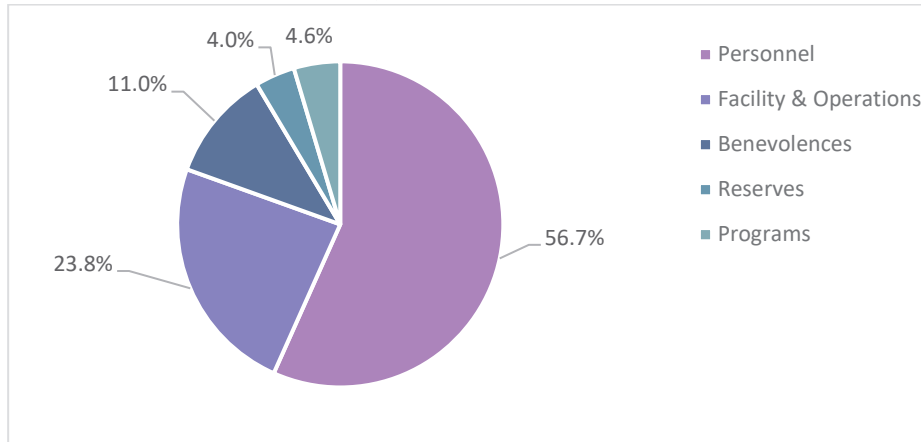
^a Not included in our operating budget; funds are recorded and distributed based on contributions received.

^b See BOSJ report for details on the Board's benevolence spending on behalf of the church.

A Programmatic View of Our Spending for 2021 through 2023

Program Area	Percentage of Spending		
	2021	2022	2023
Benevolences	10%	11.47%	10.95%
Personnel	61%	54.72%	56.69%
Facility & Operations	18%	22.88%	23.80%
Programs	2%	2.52%	4.6%
Reserves	8%	8.41%	3.96%

Percentage of Spending by Program Area for 2023



Endowed² and Designated Funds

Our investment funds increased in book and market value over the course of 2023.

Endowed & Designated Funds	Book Value		Market Value			
	1/1/2023 Balance	12/31/2023 Balance	1/1/23 Value	YTD Net Transactions	YTD Growth in Value	Current Value
Endowment	\$463,996	470,063	588,069	6,068	57,853	650,989
Thelma Morris	13,912	13,965	20,054	53	2,276	22,384
Music Trust	17,322	18,796	23,008	1,475	1,869	26,351
Ralph Wands	32,744	33,423	47,357	679	5,704	53,740
Beckwith Scholarship	1,327	1,419	4,443	92	554	5,089
Polly Spaar Memorial	3,377	3,523	7,069	146	881	8,096
Memorial Garden	2,032	2,402	3,353	370	118	3,840
Ginna M. Dalton	18,163	18,511	17,390	849	1,606	19,344
Transition	35,919	29,537	33,660	(6,382)	2,222	28,667
Special Music	2,047	750				
Building	7,691	8,391				
Total Endowed and Designated Funds	590,838	592,390				

²The Endowment fund data in this report represent actions requested by LRUC in December 2023. Some of these requested actions, however, were not finalized until January 2024 by the United Church Fund managers.

Reserve Funds

Reserve funds are also invested in the UCC Fund's Moderate Balanced Fund. Despite some necessary spending, we were able to increase reserves, except for the website reserve funds, which were used to make significant improvements to our public-facing website.

Reserve Funds	Book Value		Market Value			
	1/1/2023 Balance	12/31/2023 Balance	1/1/2023 Value	YTD Net Transactions	YTD Growth in Value	Current Value
Major Repair	3,291	11,521	4,985	8,230	1,483	13,449
Organ Repair	12,659	15,401	13,344	2,742	1,753	17,631
Capital Expense	1,141	2,152	1,592	1,011	175	2,569
Choir Robe	1,160	1,189	1,411	29	176	1,616
Parsonage	25,145	26,205	24,114	1,060	3,197	28,371
Website	11,971	1,406	12,879	(10,565)	10,419	12,733

In closing, please know that we do our best to ensure that every dollar, dime, penny (!) is tracked and reported. The community of support has been a gift to me personally. Volunteering is a chore—but it is one that bestows great gifts of community, faith, and friendship.

I would like to acknowledge the exceptional support of our finance team—Joe Christiansen, Robin Petrusak, and Lois Wyatt. Last—but first—is LuAnn Bynum, our bookkeeper extraordinaire, who is amazing in her efficiency and skill.

Other thanks to:

- Badu Mireku is patient, skilled, and has been a constant presence helping count our weekly tasks.
- Suzanne Johnson Mobaso, who partners with Badu on cash counting and who has volunteered to spend some time helping us think about what to present about our budget and spending and some visual ways to present it with as much clarity as possible.

Respectfully submitted,
Carolyn L. Yocom, Treasurer

Fund Balances 2023

		Year to Date						
	1/1/23 Balance	Income	Expense	Current Balance				
Off-Budget Benevolence Funds								
One Great Hour of Sharing	160	6,260	6,270	150				
Neighbors in Need	150	3,752	3,902	-				
Strengthen the Church	475	2,123	2,598	-				
Christmas Offering	4,150	4,233	4,200	4,183				
Easter Offering	200	4,108	4,000	308				
Thanksgiving Offering (Deacon's Chkg)	824	4,487	1,535	3,776				
Thanksgiving Offering (BB&T Chkg)	1,487	3,325	1,726	3,086				
Thanksgiving Offering (Deacon's/Pastor's Fund)	2,311	7,812	3,261	6,862				
total	7,446	28,288	24,231	11,504				
Market Value								
Endowed & Designated Funds								
					1/1/23 Value	YTD Net Transactions	YTD Growth in Value	Current Value
Endowment Fund (UCF)	463,786	26,978	26,000	464,763	586,859	978	57,853	645,689
Endowment Fund (BB&T)	210	7,190	2,100	5,300	210	5,090	-	5,300
Endowment Fund	463,996	34,168	28,100	470,063	588,069	6,068	57,853	650,989
Thelma Morris Fund (UCF)	13,912	553	500	13,965	20,054	53	2,276	22,384
Thelma Morris Fund (BB&T)	(0)	625	625	(0)	-	-	-	-
Thelma Morris Fund	13,912	1,178	1,125	13,965	20,054	53	2,276	22,384
Music Trust Fund (UCF)	17,322	1,475	-	18,796	23,008	1,475	1,869	26,351
Music Trust Fund (BB&T)	-	150	150	-	-	-	-	-
Music Trust Fund	17,322	1,625	150	18,796	23,008	1,475	1,869	26,351
Ralph Wands Fund (UCF)	32,783	1,179	539	33,423	47,396	640	5,704	53,740
Ralph Wands Fund (BB&T)	(39)	664	625	-	(39)	39	-	-
Ralph Wands Fund	32,744	1,843	1,164	33,423	47,357	679	5,704	53,740
Beckwith Scholarship Fund (UCF)	1,327	92	-	1,419	4,443	92	554	5,089
Beckwith Scholarship Fund (BB&T)	-	-	-	-	-	-	-	-
Beckwith Scholarship Fund	1,327	92	-	1,419	4,443	92	554	5,089
Polly Spaar Memorial Fund (UCF)	3,377	146	-	3,523	7,069	146	881	8,096
Polly Spaar Memorial Fund (BB&T)	-	-	-	-	-	-	-	-
Polly Spaar Memorial Fund	3,377	146	-	3,523	7,069	146	881	8,096
Memorial Garden Fund (UCF)	2,032	370	-	2,402	3,353	370	118	3,840
Memorial Garden Fund (BB&T)	-	1,125	1,125	-	-	-	-	-
Memorial Garden Fund	2,032	1,495	1,125	2,402	3,353	370	118	3,840
Ginna M. Dalton (UCF)	17,663	849	-	18,511	16,890	849	1,606	19,344
Ginna M Dalton Fund (BB&T)	500	(500)	-	-	500	-	-	-
Ginna M Dalton Fund	18,163	349	-	18,511	17,390	849	1,606	19,344
Special Music Fund	2,047	950	2,247	750	-	-	-	-
total	554,919	41,946	36,157	562,853				
Building Fund	7,691	700	-	8,391				
Market Value								
Reserve Funds								
					1/1/23 Value	YTD Net Transactions	YTD Growth in Value	Current Value
Major Repair Reserve (UCF)	2,102	53	-	2,155	2,546	53	1,483	4,082
Major Repair Reserve (BB&T)	1,189	19,000	10,822	9,367	1,189	8,178	-	9,367
Major Repair Reserve	3,291	19,053	10,822	11,521	4,985	8,230	1,483	13,449
Organ Repair Reserve (UCF)	10,402	4,374	-	14,776	10,879	4,374	1,753	17,006
Organ Repair Reserve (BB&T)	2,257	2,500	4,132	625	2,257	(1,632)	-	625
Organ Repair Reserve	12,659	6,874	4,132	15,401	13,344	2,742	1,753	17,631
Capital Expense Reserve (UCF)	1,152	28	-	1,180	1,394	28	175	1,597
Capital Expense Reserve (BB&T)	(11)	2,500	1,517	972	(11)	983	-	972
Capital Expense Reserve	1,141	2,528	1,517	2,152	1,592	1,011	175	2,569
Parsonage Reserve (UCF)	25,145	1,060	-	26,205	24,114	1,060	3,197	28,371
Parsonage Reserve (BB&T)	-	-	-	-	-	-	-	-
Parsonage Reserve	25,145	1,060	-	26,205	24,114	1,060	3,197	28,371
Choir Robe Reserve (UCF)	1,160	29	-	1,189	1,411	29	176	1,616
Choir Robe Reserve (BB&T)	-	-	-	-	-	-	-	-
Choir Robe Reserve	1,160	29	-	1,189	1,411	29	176	1,616
Website Reserve (UCF)	10,471	235	9,000	1,706	11,379	(8,765)	10,419	13,033
Website Reserve (BB&T)	1,500	9,000	10,800	(300)	1,500	(1,800)	-	(300)
Website Reserve	11,971	9,235	19,800	1,406	12,879	(10,565)	10,419	12,733
total	55,367	38,779	36,271	57,874				
Transition Funds								
Pastoral Transition Fund	-	-	-	-				
Transition Contingency Fund (UCF)	18,216	11,321	-	29,537	15,124	11,321	2,222	28,667
Transition Contingency Fund (BB&T)	17,703	5,833	23,537	(0)	18,536	(17,703)	-	(0)
total	35,919	17,155	23,537	29,537	33,660	(6,382)	2,222	28,667
Passthrough Transaction Funds								
Flowers	1,555	3,945	3,583	1,916				
First Friday	625	-	-	625				
Fair Trade	3,112	5,203	5,728	2,587				
Youth Misson Trips	727	-	-	727				
BOSJ Spec Project Receipts	-	13,737	13,000	737				
FISH	-	-	-	-				
Staff Gifts	-	3,110	3,110	-				
Other Misc Passthrough Items	3,896	27,982	23,488	8,389				
total	9,915	53,977	48,910	14,982				
Designated Funds Total	671,257	180,844	169,106	685,141				
General Funds								
Checking - General Fund (BB&T)	121,756	-	-	122,896				
PPP Funds	-	-	-	-				
UCC - General Fund (UCF)	95,991	-	-	99,046				
Schwab Securities - General Fund (Schwab)	15,871	-	14,182	1,754				
Petty Cash	105	-	-	105				
Prepaid Future Year Pledges	(13,000)	(17,100)	(13,000)	(17,100)				
Other Liabilities	-	-	-	-				
Payroll Advance	-	-	-	-				
Other Reconciling Item	-	-	-	-				
General Fund Beginning of Year	220,723	-	-	-				
Current Year General Fund Activity	-	614,279	628,191	-				
Realized Investment Gains/Losses	-	-	-	-				
General Fund Current Balance	-	-	-	206,700				
Payroll Adj	-	-	-	110				
Total Cash & Investments - All Funds	904,979			908,941				

Account Balances 2023

	Balance 12/31/22		Balance 12/31/23	
Cash				
BB&T Checking Account Statement	\$ 190,806		\$ 177,763	
Uncleared items (net)	\$ (19,467)		\$ (7,053)	
Available Cash in BB&T	\$ 171,339		\$ 170,710	
Deacons' & Pastors' Benevolence Account	\$ 824		\$ 3,776	
Petty Cash	\$ 105		\$ 105	
Total Available Cash	\$ 172,268		\$ 174,591	
Investment Accounts	Book Value	Market Value	Book Value	Market Value
UCF Endowment Fund	\$ 463,786	\$ 586,859	\$ 464,763	\$ 645,689
UCF Designated Funds (Note 1)	\$ 89,576	\$ 123,624	\$ 93,228	\$ 140,461
UCF General Fund	\$ 95,991	\$ 148,032	\$ 99,046	\$ 169,544
UCF Reserve Funds (Note 2)	\$ 67,487	\$ 65,437	\$ 75,559	\$ 92,756
Subtotal United Church Funds	\$ 716,840	\$ 923,952	\$ 732,596	\$ 1,048,451
Schwab (Cash & Money Market)	\$ 15,782	\$ 15,782	\$ 1,665	\$ 1,690
Schwab (Equities)	\$ 89	\$ 89	\$ 89	\$ 89
Subtotal Schwab	\$ 15,871	\$ 15,871	\$ 1,754	\$ 1,779
Total Value of Investments	\$ 732,711	\$ 939,823	\$ 734,350	\$ 1,050,230
Total Liquid Assets				
Total Available Cash	\$ 172,268	\$ 172,268	\$ 174,591	\$ 174,591
Total Value of Investments	\$ 732,711	\$ 939,823	\$ 734,350	\$ 1,050,230
Grand Total Balance	\$ 904,979	\$ 1,112,091	\$ 908,941	\$ 1,224,820
Notes:				
1. <u>UCF Designated Funds</u> contains:				
-- Thelma Morris Fund				
-- Ralph Wands Fund				
-- Music Trust Fund				
-- Choir Robe Fund				
-- Beckwith Memorial Scholarship Fund				
-- Polly Spaar Memorial Fund				
-- Memorial Garden Fund				
-- Ginna M. Dalton Fund				
2. <u>UCF Reserve Funds</u> contains:				
-- Major Repair Reserve				
-- Organ Repair Reserve				
-- Capital Equipment Reserve				
-- Parsonage Reserve				
-- Website Reserve				
-- Transition Contingency				

Operating Budget 2023

		Month of	Month of	Month of	Month of	Month of
		January	February	March	April	May
Income						
	Pledge Income (current year)	55,682	46,966	71,222	43,171	41,285
	Pledge Income (prepaid)	1,083	1,083	1,083	1,083	1,083
	Non-pledge income	962	1,232	697	1,925	286
	Plate offering	216	309	8	134	105
	Endowment Fund Transfer	-	-	-	-	-
	Miscellaneous	4	22	38	28	31
	Building Use	1,825	1,825	1,825	6,950	1,875
	Interest	-	-	632	-	-
Subtotal Contributed & Earned Income		59,772	51,437	75,505	53,291	44,665
	Grant Income	1,250	26,250	-	1,250	-
Total Income		61,022	77,687	75,505	54,541	44,665
Expenses						
Benevolences & Mission						
	Board Designated Benevolences (subtotal)	1,000	-	-	-	-
	Additional Benevolences					
	Our Church's Wider Mission (OCWM)	-	-	6,600	-	-
	Potomac Association	-	7,637	-	-	-
Total Benevolences & Mission		1,000.00	7,637	6,600	-	-
Pastoral Expenses						
	<u>Senior Pastor</u>					
	Salary plus Housing	8,557	8,896	8,896	8,896	8,896
	Benefits	1,073	1,098	1,098	1,098	1,098
	Ministerial, Wider Church Meetings	-	-	155	20	440
	Senior Pastor (subtotal)	9,629	9,994	10,149	10,014	10,434
	<u>Other Pastoral Expenses</u>					
	Guest and Supply Ministers	-	-	150	-	250
c		9,629	9,994	10,299	10,014	10,684
Program Expenses						
	<u>Christian Education</u>					
	Christian Education Programs	-	79	-	88	100
	Child Care Providers	189	153	204	204	235
	Christian Education (Subtotal)	189	232	204	292	335

Operating Budget 2023

		Month of June	Month of July	Month of August	Month of September	Month of October
Income						
	Pledge Income (current year)	34,676	40,711	41,601	28,101	29,241
	Pledge Income (prepaid)	1,083	1,083	1,083	1,083	1,083
	Non-pledge income	3,020	830	900	906	3,840
	Plate offering	120	124	170	53	140
	Endowment Fund Transfer	-	-	-	-	5,200
	Miscellaneous	4	22	19	38	18
	Building Use	100	1,225	150	3,530	2,730
	Interest	959	-	-	786	-
	Subtotal Contributed & Earned Income	39,962	43,995	43,923	34,497	42,252
	Grant Income	-	1,250	-	1,250	-
	Total Income	39,962	45,245	43,923	35,747	42,252
Expenses						
Benevolences & Mission						
	Board Designated Benevolences (subtotal)	750	-	-	-	-
	Additional Benevolences		-			
	Our Church's Wider Mission (OCWM)	6,000	-	-	6,900	-
	Potomac Association	-	-	-	-	-
	Total Benevolences & Mission	6,750	-	-	6,900	-
Pastoral Expenses						
	<u>Senior Pastor</u>					
	Salary plus Housing	13,942	8,462	8,462	8,462	8,462
	Benefits	826	4,904	2,068	2,985	2,985
	Ministerial, Wider Church Meetings	747	542	(1,097)	686	-
	Senior Pastor (subtotal)	15,515	13,908	9,432	12,133	11,446
	<u>Other Pastoral Expenses</u>					
	Guest and Supply Ministers	-	-	-	-	250
	c	15,515	13,908	9,432	12,133	11,696
Program Expenses						
	<u>Christian Education</u>					
	Christian Education Programs	21	306	36	180	52
	Child Care Providers	271	204	256	266	536
	Christian Education (Subtotal)	292	510	291	446	588

Operating Budget 2023

		# of Months in YTD:			12	
		Month of November	Month of December	Year to Date Actual	Budget	Over?
Income						
	Pledge Income (current year)	37,192	37,874	\$ 507,720	\$ 526,012	-
	Pledge Income (prepaid)	1,083	1,083	\$ 13,000	\$ -	+
	Non-pledge income	6,377	3,025	\$ 24,000	\$ 29,000	-
	Plate offering	20	20	\$ 1,419	\$ 1,100	+
	Endowment Fund Transfer	-	-	\$ 5,200	\$ 5,200	-
	Miscellaneous	20	66	\$ 310	\$ 500	-
	Building Use	3,130	3,185	\$ 28,350	\$ 18,000	+
	Interest	-	653	\$ 3,030	\$ 2,200	+
Subtotal Contributed & Earned Income		<u>47,822</u>	<u>45,906</u>	<u>583,028</u>	<u>582,012</u>	<u>+</u>
	Grant Income	-	-	\$ 31,250	\$ 30,000	+
						-
						-
Total Income		47,822	45,906	614,278	612,012	\$ 2,266
Expenses						
Benevolences & Mission						
	Board Designated Benevolences (subtotal)	200	11,200	\$ 13,150	\$ 13,200	+
	Additional Benevolences					
	Our Church's Wider Mission (OCWM)	-	6,900	\$ 26,400	\$ 26,400	-
	Potomac Association	-	-	\$ 7,637	\$ 8,000	+
Total Benevolences & Mission		\$ 200	18,100	\$ 47,187	\$ 47,600	\$ 413
Pastoral Expenses						
	<u>Senior Pastor</u>					
	Salary plus Housing	8,462	12,692	\$ 113,081	\$ 115,642	+
	Benefits	2,985	3,308	\$ 25,528	\$ 14,247	-
	Ministerial, Wider Church Meetings	84	1,423	\$ 3,000	\$ 3,000	+
	Senior Pastor (subtotal)	<u>11,531</u>	<u>17,423</u>	<u>141,608</u>	<u>132,889</u>	\$ (8,719)
	<u>Other Pastoral Expenses</u>					
	Guest and Supply Ministers	<u>250</u>	-	\$ 900	\$ 1,250	+
c		11,781	17,423	142,508	134,139	(8,369)
Program Expenses						
	<u>Christian Education</u>					
	Christian Education Programs	188	1,365	\$ 2,415	\$ 3,300	+
	Child Care Providers	<u>354</u>	<u>602</u>	\$ 3,476	\$ 3,600	+
	Christian Education (Subtotal)	\$ 543	1,968	\$ 5,891	\$ 6,900	\$ 1,009

Operating Budget 2023

		2023 Budget
Income		
	Pledge Income (current year)	\$ 526,012
	Pledge Income (prepaid)	\$ -
	Non-pledge income	\$ 29,000
	Plate offering	\$ 1,100
	Endowment Fund Transfer	\$ 5,200
	Miscellaneous	\$ 500
	Building Use	\$ 18,000
	Interest	\$ 2,200
Subtotal Contributed & Earned Income		582,012
	Grant Income	\$ 30,000
		\$ 40,000
		\$ -
Total Income		\$ 652,012
Expenses		
Benevolences & Mission		
	Board Designated Benevolences (subtotal)	\$ 13,200
	Additional Benevolences	\$ -
	Our Church's Wider Mission (OCWM)	\$ 26,400
	Potomac Association	\$ 8,000
Total Benevolences & Mission		\$ 47,600
Pastoral Expenses		
	<u>Senior Pastor</u>	
	Salary plus Housing	\$ 115,642
	Benefits	\$ 14,247
	Ministerial, Wider Church Meetings	\$ 3,000
	Senior Pastor (subtotal)	\$ 132,889
	<u>Other Pastoral Expenses</u>	
	Guest and Supply Ministers	\$ 1,250
c		\$ 134,139
Program Expenses		
	<u>Christian Education</u>	
	Christian Education Programs	\$ 3,300
	Child Care Providers	\$ 3,600
	Christian Education (Subtotal)	\$ 6,900

Operating Budget 2023

		Month of January	Month of February	Month of March	Month of April	Month of May
	<u>Music and Communications</u>					
	Music Programs	-	85	525	3,415	272
	Communcation Committee	-	320	88	73	386
	Director of Music and Communications	5,384	5,788	5,788	5,894	5,815
	Youth Choirs Director	372	75	193	377	184
New	Communication Aide	-	-	-	-	1,160
	Substitute Organist	-	-	-	-	-
	Music (Subtotal)	<u>5,756</u>	<u>6,269</u>	<u>6,594</u>	<u>9,759</u>	<u>7,817</u>
	Board of Deacons Programs	19	221	325	612	917
	BOSJ Programs	-	-	-	-	-
	Stewardship Committee	-	-	-	40	-
	Safe Church Committee	-	-	65	-	5
	Endowment Committee	-	-	-	-	-
	Historian & Archivist	-	-	-	-	-
	Community Outreach Program	-	-	750	-	2,525
New	Flowers	-	-	-	-	-
New	Board of Trustees Expense	-	419	-	404	230
	Delegates Expenses	-	-	-	-	-
	Total Program Expenses	<u>5,965</u>	<u>7,141</u>	<u>7,938</u>	<u>11,107</u>	<u>11,828</u>
	Office, Building, & Grounds Operations					
	Office Administrator - Salary	3,007	3,447	3,434	3,420	3,475
	Office Administrator - Benefits	252	252	747	252	252
	Office Administrator - subtotal	<u>3,259</u>	<u>3,699</u>	<u>4,180</u>	<u>3,672</u>	<u>3,727</u>
	Communications Coordinator	-	-	-	-	-
	Sexton	5,984	2,710	4,067	2,640	2,657
	Sexton - Benefits	-	-	-	-	-
	FICA for Non-Pastoral Staff	1,117	918	1,010	926	1,008
	Payroll Service Costs	231	123	125	125	134
	Staff Meetings	-	-	92	-	-
	Staff Appreciation and Merit Bonus	-	-	355	-	-
	Financial Operations Contractors	<u>2,165</u>	<u>1,935</u>	<u>6,139</u>	<u>2,032</u>	<u>2,365</u>
	<i>Church Operations Personnel (Total)</i>	<u>12,757</u>	<u>9,385</u>	<u>15,969</u>	<u>9,394</u>	<u>9,890</u>
	Office Operations	891	1,614	1,429	1,800	1,111
	IT Operations	230	230	230	230	230
	Insurance, Interest, Bank Fees	516	1,429	6,247	219	189
	Intern	-				

Operating Budget 2023

		Month of June	Month of July	Month of August	Month of September	Month of October
	<u>Music and Communications</u>					
	Music Programs	317	200	70	961	421
	Communcation Committee	20	20	318	23	119
	Director of Music and Communications	8,545	5,815	5,815	5,815	5,815
	Youth Choirs Director	167	-	167	134	285
New	Communication Aide	2,400	1,730	1,645	(2,935)	-
	Substitute Organist	-	250	-	-	-
	Music (Subtotal)	11,449	8,014	8,015	3,997	6,640
	Board of Deacons Programs	610	71	99	636	370
	BOSJ Programs	-	188	-	-	139
	Stewardship Committee	-	-	-	-	234
	Safe Church Committee	-	-	32	-	55
	Endowment Committee	-	-	-	-	-
	Historian & Archivist	-	-	-	-	-
	Community Outreach Program	939	-	-	250	68
New	Flowers	-	-	-	-	-
New	Board of Trustees Expense	-	612	294	478	-
	Delegates Expenses	-	-	-	-	-
	Total Program Expenses	13,290	9,397	8,731	5,807	8,093
	Office, Building, & Grounds Operations					
	Office Administrator - Salary	5,302	3,351	3,393	3,461	3,434
	Office Administrator - Benefits	747	252	252	747	252
	Office Administrator - subtotal	6,048	3,603	3,645	4,208	3,686
	Communications Coordinator	-	-	-	-	-
	Sexton	4,224	2,772	2,640	3,454	5,668
	Sexton - Benefits	-	-	-	-	-
	FICA for Non-Pastoral Staff	1,813	1,034	1,037	1,104	1,324
	Payroll Service Costs	197	130	132	134	141
	Staff Meetings	-	-	-	-	198
	Staff Appreciation and Merit Bonus	-	-	-	200	-
	Financial Operations Contractors	2,247	1,806	1,634	-	1,548
	<i>Church Operations Personnel (Total)</i>	14,529	9,345	9,088	9,099	12,565
	Office Operations	1,211	1,381	936	1,180	1,310
	IT Operations	230	230	230	230	230
	Insurance, Interest, Bank Fees	6,173	176	181	6,984	221
	Intern	-	-	-	-	-

Operating Budget 2023

		# of Months in YTD:				12
		Month of November	Month of December	Year to Date Actual		
	<u>Music and Communications</u>					
	Music Programs	673	2,487	\$ 9,426	\$ 10,500	+
	Communication Committee	23	46	\$ 1,436	\$ 2,000	
	Director of Music and Communications	5,815	8,545	\$ 74,832	\$ 75,237	+
	Youth Choirs Director	268	251	\$ 2,473	\$ 6,696	+
New	Communication Aide	-	-	\$ 4,000	\$ 4,000	
	Substitute Organist	-	-	\$ 250	\$ 1,000	+
	Music (Subtotal)	\$ 6,779	11,328	\$ 92,417	\$ 99,433	\$ 7,016
	Board of Deacons Programs	474	859	\$ 5,213	\$ 6,000	+
	BOSJ Programs	62	-	\$ 390	\$ 1,500	+
	Stewardship Committee	226	-	\$ 500	\$ 500	-
	Safe Church Committee	-	5	\$ 161	\$ 500	+
	Endowment Committee	-	-	\$ -	\$ 200	+
	Historian & Archivist	-	-	\$ -	\$ 200	+
	Community Outreach Program	2,993	83	\$ 7,608	\$ 5,000	-
New	Flowers	-	-	-	1,200	
New	Board of Trustees Expense	455	-	\$ 2,892	\$ 500	
	Delegates Expenses	-	-	\$ -	\$ 500	+
	Total Program Expenses	11,532	14,243	115,072	122,433	7,361
	Office, Building, & Grounds Operations					
	Office Administrator - Salary	3,461	5,123	\$ 44,308	\$ 42,849	-
	Office Administrator - Benefits	252	779	\$ 5,035	\$ 5,400	+
	Office Administrator - subtotal	3,713	5,902	49,344	48,249	(1,095)
	Communications Coordinator	-	-	\$ -	\$ -	-
	Sexton	4,000	6,225	\$ 47,040	\$ 37,000	-
	Sexton - Benefits	2,265	1,167	\$ 3,432	\$ -	(3,432)
	FICA for Non-Pastoral Staff	1,177	1,858	\$ 14,327	\$ 12,326	-
	Payroll Service Costs	137	206	\$ 1,813	\$ 2,200	+
	Staff Meetings	-	289	\$ 580	\$ 500	-
	Staff Appreciation and Merit Bonus	-	1,475	\$ 2,030	\$ 2,000	-
	Financial Operations Contractors	1,763	4,569	\$ 28,203	\$ 31,600	+
	<i>Church Operations Personnel (Total)</i>	13,055	21,691	146,767	133,875	(12,892)
	Office Operations	1,314	2,023	\$ 16,199	\$ 36,000	+
	IT Operations	230	230	\$ 2,760	\$ 6,500	+
	Insurance, Interest, Bank Fees	148	6,101	\$ 28,584	\$ 27,400	-
	Intern			\$ -	\$ -	-

Operating Budget 2023

		2023 Budget
	<u>Music and Communications</u>	
	Music Programs	\$ 10,500
	Communcation Committee	\$ 2,000
	Director of Music and Communications	\$ 75,237
	Youth Choirs Director	\$ 6,696
New	Communication Aide	\$ 4,000
	Substitute Organist	\$ 1,000
	Music (Subtotal)	\$ 99,433
	Board of Deacons Programs	\$ 6,000
	BOSJ Programs	\$ 1,500
	Stewardship Committee	\$ 500
	Safe Church Committee	\$ 500
	Endowment Committee	\$ 200
	Historian & Archivist	\$ 200
	Community Outreach Program	\$ 5,000
New	Flowers	\$ 1,200
New	Board of Trustees Expense	\$ 500
	Delegates Expenses	\$ 500
	Total Program Expenses	\$ 122,433
	Office, Building, & Grounds Operations	
	Office Administrator - Salary	\$ 42,849
	Office Administrator - Benefits	\$ 5,400
	Office Administrator - subtotal	48,249
	Communications Coordinator	\$ -
	Sexton	\$ 37,000
	Sexton - Benefits	\$ -
	FICA for Non-Pastoral Staff	\$ 12,326
	Payroll Service Costs	\$ 2,200
	Staff Meetings	\$ 500
	Staff Appreciation and Merit Bonus	\$ 2,000
	Financial Operations Contractors	\$ 31,600
	<i>Church Operations Personnel (Total)</i>	133,875
	Office Operations	\$ 36,000
	IT Operations	\$ 6,500
	Insurance, Interest, Bank Fees	\$ 27,400
	Intern	\$ -

Operating Budget 2023

		Month of January	Month of February	Month of March	Month of April	Month of May
	Legal Counsel	-	-	-	-	590
	Custodial Contract & Supplies	3,869	4,028	1,701	3,415	2,735
	Building Maintenance	1,487	1,443	879	1,968	2,260
	Grounds Maintenance	-	-	-	2,287	264
	Utilities	2,966	3,905	3,613	2,464	1,992
	Total Office, Bldg, Grds Operations Expenses	22,717	22,034	30,068	21,778	19,260
	Reserve Fund Transfers					
	Transfer to Major Repair Reserve	1,250	1,250	1,250	1,250	1,250
	Transfer to Capital Expense Reserve	208	208	208	208	208
	Transfer to Organ Repair Reserve	208	208	208	208	208
	Transfer to Website Reserve	-	-	-	-	-
	Transfer to Pastoral Transition Contingency	833	833	833	833	833
	Reserve & Designated Fund Transfers (Total)	2,500	2,500	2,500	2,500	2,500
	Total Expenses	41,810	49,307	57,405	45,399	44,272
	Total Revenue from 2023	61,022	77,687	75,505	54,541	44,665
	Net Revenue (Income - Expenses)	19,212	28,381	18,100	9,142	393
	Previous Year's Monies Applied	0	0	0	0	0
	Net Change	19,212	28,381	18,100	9,142	393

Operating Budget 2023

		Month of	Month of	Month of	Month of	Month of
		June	July	August	September	October
	Legal Counsel	-	-	-	-	-
	Custodial Contract & Supplies	3,698	7,384	1,420	2,103	2,837
	Building Maintenance	676	1,699	1,576	1,096	1,323
	Grounds Maintenance	439	402	-	3,688	4,020
	Utilities	2,320	1,371	1,797	3,081	2,078
Total Office, Bldg, Grds Operations Expenses		29,276	21,989	15,228	27,460	24,585
Reserve Fund Transfers						
	Transfer to Major Repair Reserve	1,250	1,250	1,250	1,250	1,250
	Transfer to Capital Expense Reserve	208	208	208	208	208
	Transfer to Organ Repair Reserve	208	208	208	208	208
	Transfer to Website Reserve	-	-	-	-	-
	Transfer to Pastoral Transition Contingency	833	833	-	-	-
Reserve & Designated Fund Transfers (Total)		2,500	2,500	1,667	1,667	1,667
Total Expenses		67,330	47,793	35,058	53,966	46,041
Total Revenue from 2023		39,962	45,245	43,923	35,747	42,252
Net Revenue (Income - Expenses)		(27,368)	(2,548)	8,865	(18,219)	(3,789)
Previous Year's Monies Applied		0	0	0		
Net Change		(27,368)	(2,548)	8,865	(18,219)	(3,789)

Operating Budget 2023

		# of Months in YTD:			12	
		Month of November	Month of December	Year to Date Actual	Budget	Over?
	Legal Counsel	-	-	\$ 590	\$ 500	-
	Custodial Contract & Supplies	3,785	3,436	\$ 40,411	\$ 45,000	+
	Building Maintenance	2,175	479	\$ 17,062	\$ 21,000	+
	Grounds Maintenance	897	2,850	\$ 14,847	\$ 12,000	-
	Utilities	1,504	3,279	\$ 30,371	\$ 35,500	+
Total Office, Bldg, Grds Operations Expenses		23,108	40,088	297,591	317,775	20,184
Reserve Fund Transfers						
	Transfer to Major Repair Reserve	1,250	1,250	\$ 15,000	\$ 15,000	-
	Transfer to Capital Expense Reserve	208	208	\$ 2,500	\$ 2,500	+
	Transfer to Organ Repair Reserve	208	208	\$ 2,500	\$ 2,500	+
	Transfer to Website Reserve	-	-	\$ -	\$ -	
	Transfer to Pastoral Transition Contingency	-	-	\$ 5,833	\$ 10,000	+
Reserve & Designated Fund Transfers (Total)		1,667	1,667	\$ 25,833	\$ 30,000	4,167
Total Expenses		48,288	91,521	628,191	651,947	23,756
Total Revenue from 2023		47,822	45,906	614,278	612,012	
Net Revenue (Income - Expenses)		(466)	(45,615)	(13,913)	(39,935)	\$ (26,022)
Previous Year's Monies Applied				13,913	\$ 40,000	
Net Change		(466)	(45,615)	0	65	

Operating Budget 2023

		2023 Budget
	Legal Counsel	\$ 500
	Custodial Contract & Supplies	\$ 45,000
	Building Maintenance	\$ 21,000
	Grounds Maintenance	\$ 12,000
	Utilities	\$ 35,500
Total Office, Bldg, Grds Operations Expenses		\$ 317,775
	Reserve Fund Transfers	
	Transfer to Major Repair Reserve	\$ 15,000
	Transfer to Capital Expense Reserve	\$ 2,500
	Transfer to Organ Repair Reserve	\$ 2,500
	Transfer to Website Reserve	\$ -
	Transfer to Pastoral Transition Contingency	\$ 10,000
Reserve & Designated Fund Transfers (Total)		\$ 30,000
Total Expenses		\$ 651,947
Total Revenue from 2023		652,012
Net Revenue (Income - Expenses)		\$ 65
Previous Year's Monies Applied		\$ 40,000
Net Change		-

Operating Budget						
		January	February	March	April	May
Income						
	Pledged and Prepaid Income	56,765	48,049	72,305	44,255	42,368
	Other Income and Interest	1,182	1,563	1,374	2,087	422
	Building Use	1,825	1,825	1,825	6,950	1,875
	Special Appeals and Fundraising	1,250	26,250	-	1,250	-
	Carryover and Loan Forgiveness		-	-	-	-
Total Income		61,022	77,687	75,505	54,541	44,665
Expenses						
Benevolences & Mission						
	Board Designated Benevolences (subtotal)	1,000	-	-	-	-
	Our Church's Wider Mission (OCWM)	-	-	6,600	-	-
	Potomac Association	-	7,637	-	-	-
Total Benevolences & Mission		1,000	7,637	6,600	-	-
Personnel						
Salaries	Pastors	8,557	8,896	8,896	8,896	8,896
	Office Staff	3,007	3,447	3,434	3,420	4,635
	Sextons	5,984	2,710	4,067	2,640	2,657
	Contractors (financial, child care)	2,355	2,088	6,344	2,236	2,600
	Music Staff	5,756	5,864	5,981	6,270	5,999
	Pastors, Administrator Benefits	1,325	1,350	1,845	1,350	1,350
	Pastors Travel, Education	-	-	155	20	440
	FICA for Non-Pastoral Staff	1,117	918	1,010	926	1,008
	Subtotal	28,100	25,273	31,731	25,758	27,584
	Guest ministers and organists	-	-	150.00	-	250.00
Total Personnel		28,100	25,273	31,881	25,758	27,834
Operations and Facility						
	Office operations	1,353	1,967	1,784	2,155	1,474
	Staff Training and Appreciation	-	-	447	-	-
	Financial Fees, Legal, other	516	1,429	6,247	219	779
	Custodial Contract & Supplies	3,869	4,028	1,701	3,415	2,735
	Building and Grounds	1,487	1,443	879	4,255	2,524
	Utilities	2,966	3,905	3,613	2,464	1,992
Total Operations and Facility		10,191	12,772	14,671	12,508	9,504
Program Expenses						
	Board of Outreach & Social Justice	-	-	-	-	-
	Christian Education	-	79	-	88	100
	Deacons	19	221	325	612	917
	Stewardship Committee	-	-	-	40	-
	Music	-	85	525	3,415	272
	Communications	-	320	88	73	386
	Other (Endow., Hist., FF, SS, BOT, Flowers)	-	419	815	404	2,760
Total Program Expenses		19	1,124	1,753	4,633	4,435
	Less Reserve and Designated Expenses	2,500	2,500	2,500	2,500	2,500
Total Expenses		41,810	49,307	57,405	45,399	44,272
Total Revenue from 2023		61,022	77,687	75,505	54,541	44,665
Net Revenue (Income - Expenses)		19,212	28,381	18,100	9,142	393
Previous Year's Monies Applied		-	-	-	-	-
Net Change		19,212	28,381	18,100	9,142	393

Operating Budget						
		June	July	August	September	October
Income						
	Pledged and Prepaid Income	35,759	41,794	42,684	29,184	30,324
	Other Income and Interest	4,103	976	1,089	1,783	9,198
	Building Use	100	1,225	150	3,530	2,730
	Special Appeals and Fundraising	-	1,250	-	1,250	-
	Carryover and Loan Forgiveness	-	-	-	-	-
Total Income		39,962	45,245	43,923	35,747	42,252
Expenses						
Benevolences & Mission						
	Board Designated Benevolences (subtotal)	750	-	-	-	-
	Our Church's Wider Mission (OCWM)	6,000	-	-	6,900	-
	Potomac Association	-	-	-	-	-
Total Benevolences & Mission		6,750	-	-	6,900	-
Personnel						
Salaries	Pastors	13,942	8,462	8,462	8,462	8,462
	Office Staff	7,702	5,081	5,038	526	3,434
	Sextons	4,224	2,772	2,640	3,454	5,668
	Contractors (financial, child care)	2,518	2,010	1,890	266	2,084
	Music Staff	8,712	5,815	5,982	5,949	6,099
	Pastors, Administrator Benefits	1,572	5,156	2,320	3,732	3,237
	Pastors Travel, Education	747	542	(1,097)	686	-
	FICA for Non-Pastoral Staff	1,813	1,034	1,037	1,104	1,324
	Subtotal	41,230	30,872	26,271	24,178	30,308
	Guest ministers and organists	-	250.00	-	-	250.00
Total Personnel		41,230	31,122	26,271	24,178	30,558
Operations and Facility						
	Office operations	1,638	1,741	1,298	1,543	1,681
	Staff Training and Appreciation	-	-	-	200	198
	Financial Fees, Legal, other	6,173	176	181	6,984	221
	Custodial Contract & Supplies	3,698	7,384	1,420	2,103	2,837
	Building and Grounds	1,115	2,101	1,576	4,783	5,344
	Utilities	2,320	1,371	1,797	3,081	2,078
Total Operations and Facility		14,944	12,773	6,272	18,694	12,359
Program Expenses						
	Board of Outreach & Social Justice	-	188	-	-	139
	Christian Education	21	306	36	180	52
	Deacons	610	71	99	636	370
	Stewardship Committee	-	-	-	-	234
	Music	317	200	70	961	421
	Communications	20	20	318	23	119
	Other (Endow., Hist., FF, SS, BOT, Flowers)	939	612	326	728	123
Total Program Expenses		1,907	1,397	848	2,528	1,458
	Less Reserve and Designated Expenses	2,500	2,500	1,667	1,667	1,667
Total Expenses		67,330	47,793	35,058	53,966	46,041
Total Revenue from 2023		39,962	45,245	43,923	35,747	42,252
Net Revenue (Income - Expenses)		(27,368)	(2,548)	8,865	(18,219)	(3,789)
Previous Year's Monies Applied		-	-	-	-	-
Net Change		(27,368)	(2,548)	8,865	(18,219)	(3,789)

Operating Budget				Year-to-Date		
		November	December	Actual	Budget	Over?
Income						
	Pledged and Prepaid Income	38,275	38,957	520,720	526,012	-
	Other Income and Interest	6,417	3,764	33,958	38,000	-
	Building Use	3,130	3,185	28,350	18,000	+
	Special Appeals and Fundraising	-	-	31,250	30,000	+
	Carryover and Loan Forgiveness	-	-			-
Total Income		47,822	45,906	614,278	612,012	\$ (2,266)
Expenses						
Benevolences & Mission						
	Board Designated Benevolences (subtotal)	200	11,200	13,150	13,200	+
	Our Church's Wider Mission (OCWM)	-	6,900	26,400	26,400	-
	Potomac Association	-	-	7,637	8,000	+
Total Benevolences & Mission		200	18,100	47,187	47,600	\$ 413
Personnel						
Salaries	Pastors	8,462	12,692	113,081	115,642	+
	Office Staff	3,461	5,123	48,308	46,849	-
	Sextons	6,265	7,392	50,472	37,000	-
	Contractors (financial, child care)	2,117	5,171	31,678	35,200	+
	Music Staff	6,083	8,796	77,305	81,933	+
	Pastors, Administrator Benefits	3,237	4,088	30,563	19,647	-
	Pastors Travel, Education	84	1,423	3,000	3,000	+
	FICA for Non-Pastoral Staff	1,177	1,858	14,327	12,326	-
	Subtotal	30,886	46,543	368,734	351,597	**
	Guest ministers and organists	250.00	-	1,150	2,250	
Total Personnel		31,136	46,543	369,884	353,847	\$ (16,037)
Operations and Facility						
	Office operations	1,681	2,458	20,772	44,700	+
	Staff Training and Appreciation	-	1,764	2,609	2,500	-
	Financial Fees, Legal, other	148	6,101	29,174	27,900	-
	Custodial Contract & Supplies	3,785	3,436	40,411	45,000	+
	Building and Grounds	3,072	3,329	31,908	33,000	+
	Utilities	1,504	3,279	30,371	35,500	+
Total Operations and Facility		10,190	20,367	155,245	188,600	\$ 33,355
Program Expenses						
	Board of Outreach & Social Justice	62	-	390	1,500	+
	Christian Education	188	1,365	2,415	3,300	+
	Deacons	474	859	5,213	6,000	+
	Stewardship Committee	226	-	500	500	-
	Music	673	2,487	9,426	10,500	+
	Communications	23	46	1,436	2,000	+
	Other (Endow., Hist., FF, SS, BOT, Flowers)	3,448	88	10,661	8,100	-
Total Program Expenses		5,095	4,845	30,041	31,900	+
	Less Reserve and Designated Expenses	1,667	1,667	25,833	30,000	
Total Expenses		48,288	91,521	628,191	651,947	\$ 23,756
Total Revenue from 2023		47,822	45,906	614,278	612,012	\$ 2,266
Net Revenue (Income - Expenses)		(466)	(45,615)	(13,913)	(39,935)	\$(26,022)
Previous Year's Monies Applied		-	-	13,913	40,000	\$ 28,288
Net Change		(466)	(45,615)	0	65	+

Little River United Church of Christ

Officers, Board and Committee Members,
and Other Church Leaders
August 2023

Officers

Moderator	Kathleen Styles
Moderator Elect	Hutton Easley
Past Moderator	Clark Beil
Church Clerk	Rich Dodenhoff (3)
Membership Clerk	Camille Brooks (6)
Historian/Archivist	David Roach (3)
Treasurer	Carolyn Yocom (4)
Assistant Treasurer°	Lois Wyatt (2)
Comptroller°	

Church Council Members at Large

2024

John Mingus (1)

2025

Gail Perry (2)
Kate Britton (2)

Commonwealth Trustees

Barbara Lowrey
John Mingus
Steve Wheelock

Board of Christian Education (ce@lrucc.org)

2024

Pam Binninger (1)
Amy Mireku (1)
Joanne Zellers (1)

2025

Vacant

2026

Carolyn Johnson (2)
Karen Kleiber* (1)
Lisa Page (1)

Board of Deacons (deaconlist@lrucc.org)

2024

Michael Alt (2)
Sofia El Khamlichi (1)

2025

Vacant

2026

Caroline Labbé (2)
Bruce Summers (1)
John Holley (1)

Board of Outreach and Social Justice (outreachboard@lrucc.org)

2024

Jean Wheelock* (1)
Emily Leary Chesnes (1)

2025

Roy Brooks (2)
Nadine Zing (1)

2026

Lolly Easley (2)
Jody Gundrum (2)
Tom Johnson (1)

Board of Trustees

2024

Bill Huddleston (2)

2025

Robin Petrusak* (2)
Nancy Hall (1)

2026

Lynn Daft (1)
David Roach (1)

Communications Committee (communications@lrucc.org)

2024

Hube Beckwith (2)

2025

Kathy Hartzler* (2)

2026

Nancy Carey

At large (unelected):

Kathleen Styles, Moderator
Deacon's Representative
Communications Staff

Endowment Fund Committee (endowment@lrucc.org)

2024

Joe Christiansen* (2)
Sandy Miller (2)

2025

Brian Payne (3)
Steve Wheelock (2)

2026

vacant

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

Treasurer
Assistant Treasurer
Comptroller
Endowment Fund Committee
Trustees
at large
at large
Bookkeeper

Carolyn Yocom
Lois Wyatt

TBD
Robin Petrusak
TBD
TBD
LuAnn Bynum

Music Committee (music@lrucc.org)

2024

Aaron Morneau (2)
Ellen Wertman (1)

2025

Vacant

2026

Kathy McCrea (1)*
Brian MacDonald
Tracey MacDonald

Nominations & Appointments Committee (nanda@lrucc.org)

2024

Karen Flann (2)

2025

Dorothy Lamb (2)
Ellen Wertman* (2)
Amanda Halstead (1)

Safe Community Committee (safechurch@lrucc.org)

2024

Lolly Easley

2025

Gail Perry

2026

Susan Kennedy* (2)

Stewardship Committee (stewardship@lrucc.org)

2024

Ruth Duncan (1)
Jenny Planert (1)

2025

Vacant

2026

Carrie Douglas (1)
Barbara Lowrey* (1)
Ryan Hanson* (1)

Pastoral Relations Committee

Jan Curtis

Darla Carras
Karen Kleiber

Janet Mackey
Adam Honeysett

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

Communications Leaders

News (*Current Reflections, Current Tidings*)
Publicity
Media Team

Communications Coordinator
Deacons' Evangelism Committee

Other Church Leaders and Contacts

Communities of Care

Board of Deacons

Flowers

Ruth Duncan
Bunny Jones

Quilters

Ruth Duncan

Women's Ministry Team (WMT@lrucc.org)

Pam Binnerger
Camille Brooks
Carrie Douglas
Karen Flann
Bunny Jones
Barbara Lowrey
Jane Wallace
Jean Wheelock
Nancy Carey

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
Council Members At Large
Board and Committee Chairs
Deacons Trustees
Christian Education
Outreach and Social Justice
Stewardship
Nominations and Appointments
Endowment Fund
Safe Community
Communications
Finance
Music
Women's Ministry
Human Resources

Governance Board Email List (governanceboard@lrucc.org)

Senior Pastor
Associate Pastor
Moderator
Past-Moderator
Moderator-Elect

Treasurer
Comptroller
Church Clerk
Board Chairs (Trustees, Safe Community)
Council Members At Large

Ministry Board Email List (ministryboard@lrucc.org)

Moderator
Senior Pastor
Associate Pastor
Moderator-Elect
Board and Committee Chairs
Deacons
Christian Education
Music
Outreach and Social Justice
Stewardship
Communications
Women's Ministry Team
Safe Community

Key

*Chair

(20nn) year of term expiration (at time of annual meeting)

(n) current elected term of service

°Appointed

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

LITTLE
RIVER 
UNITED CHURCH OF CHRIST

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